

Pensions Sub-Committee

Thursday, 08 May 2014 at 10:00

County Hall, County Hall, West Bridgford, Nottingham NG2 7QP

AGENDA

1	Minutes of last meeting held on 6 February 2014	5 - 8
2	Apologies for Absence	
3	Declarations of Interests by Members and Officers:- (see note below) (a) Disclosable Pecuniary Interests (b) Private Interests (pecuniary and non-pecuniary)	
4	ProxyVoting	9 - 32
5	Pensions Investment Sub-Committee Meetings	33 - 34
6	Local Authority Pension Fund Forum Business Meeting	35 - 38
7	Cashflow Modelling	39 - 52
8	Triennial Valuation - Initial Results	53 - 98
9	Local Government Pension Scheme - Application for Admission Body Status	99 - 102
10	Work Programme	103 - 106
11	Property Investments	107 - 108

12 EXCLUSION OF THE PUBLIC

The Committee will be invited to resolve:-

“That the public be excluded for the remainder of the meeting on the grounds that the discussions are likely to involve disclosure of exempt information described in paragraph [3] of the Local Government (Access to Information) (Variation) Order 2006 and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”

Note

If this is agreed, the public will have to leave the meeting during consideration of the following items.

13 Property Investments - Exempt Appendix

Notes

- (1) Councillors are advised to contact their Research Officer for details of any Group Meetings which are planned for this meeting.
- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

- (3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 977 2590) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.

- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>



minutes

Meeting PENSIONS SUB COMMITTEE

Date Thursday, 6th February 2014 at 10.00 am

membership

Persons absent are marked with 'A'

COUNCILLORS

S Smedley MBE JP (Chairman)

A Ken Rigby (Vice Chairman)

Reg Adair

Chris Barnfather

Mrs Kay Cutts

Sheila Place

Darrell Pulk

Parry Tsimbiridis

John Wilkinson

Nottingham City Council

Councillor Alan Clark

Councillor Thulani Molife

Councillor Jackie Morris

Nottinghamshire Local Authorities' Association

Executive Mayor Tony Egginton

A Councillor Milan Radulovic MBE

Trades Unions

A Mr J Hall

Mr C King

Scheduled Bodies

Mr N Timms

Pensioners

Mr S Haggerty

A Mr T Needham

Officers in Attendance

Simon Cunnington (Environment & Resources)

Chris Holmes (Policy Planning and Corporate Services)

Nigel Stevenson (Environment & Resources)
Sarah Stevenson (Environment & Resources)

MINUTES

The minutes of the last meeting of the Sub-Committee held on 7th November 2013, having been previously circulated were confirmed and signed by the Chairman.

APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Ken Rigby (personal)

DECLARATIONS OF INTEREST BY MEMBERS AND OFFICERS

None

APPOINTMENT OF PENSIONER REPRESENTATIVES

RESOLVED 2014/001

That the appointment of Terry Needham and Shaun Haggerty as the pensioner representatives on the Sub-Committee be noted.

PROXY VOTING

RESOLVED 2014/002

That the report on the voting on the equity holdings in the final quarter of 2013 be noted.

LOCAL AUTHORITY PENSION FUND FORUM CONFERENCE 2013

RESOLVED 2014/003

- (1) That it be noted that attendance at key conferences is part of the Fund's commitment to ensuring those charged with decision making and financial management have effective knowledge and skills.
- (2) That the report on the 2013 Conference held in Bournemouth be noted.

WORKING PARTY RECOMMENDATIONS

RESOLVED 2014/004

- (1) That the Nottinghamshire Pension Fund Committee be recommended to approve the following:-
 - a) That long-term return expectation for the property portfolio be 6.5% per annum net of fees;
 - b) That Aberdeen be instructed to manage the main property portfolio as a 'core portfolio' within their specified investment

- approach, with target asset category ranges as shown in table 1 in the report;
- c) That proceeds from sales of assets within the main property portfolio continue to be reinvested in line with this strategy.

- (2) That a further report be brought to the Pensions Sub-Committee in May 2014 regarding possible additional investments in property.

TRIENNIAL VALUATION – INITIAL RESULTS

RESOLVED 2014/005

That the initial results of the triennial valuation of the Fund as at 31st March 2013 be noted.

OPERATION OF THE IN-HOUSE TEAM AND PORTFOLIO

RESOLVED 2014/006

That the report be noted.

WORK PROGRAMME

RESOLVED 2014/007

That the Sub-Committee's work programme be noted.

The meeting closed at 10.20 am.

CHAIRMAN
M_6Feb2014

REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT**PROXY VOTING****Purpose of the Report**

1. The Fund is committed to supporting best practice in corporate governance and has adopted the *UK Stewardship Code* as recommended by the CIPFA *Principles for investment decision making and disclosure*. This report is to inform members of the voting of equity holdings in the first quarter of 2014 (calendar year) as part of this ongoing commitment.

Information and Advice

2. The *UK Stewardship Code*, issued in September 2012 by the Financial Reporting Council, highlights the responsibilities that institutional investors have with regard to the “long-term success of companies in such a way that the ultimate providers of capital [in this case, the Nottinghamshire Pension Fund] also prosper”. These responsibilities include, among other things, having a clear policy on voting and on the disclosure of voting activity. The *Code* states that investors “should not automatically support the board”.
3. Alongside this the CIPFA *Principles for investment decision making and disclosure* require administering authorities to include a statement of their policy on responsible investment in the Statement of Investment Principles and report periodically on the discharge of such responsibilities. The Fund’s statement on responsible investment states that “the Fund continues to exercise its ownership rights by adopting a policy of actively voting stock it holds”.
4. The Fund retains responsibility for voting (rather than delegating to its investment managers) and votes the majority of its equity holdings in the UK, Europe, US and Japan. Voting is implemented by Pensions Investment Research Consultants (PIRC). PIRC issue Shareholder Voting Guidelines each year and these are the basis of the voting implemented on behalf of the Fund.
5. An overview of the voting activity and analysis of the key issues during the quarter are shown in the attached report from PIRC. This information will also be available on the Fund’s website at: <http://www.nottspf.org.uk/pensionfund/voting/>.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the report be noted.

Report Author:

Simon Cunnington

Senior Accountant – Pensions & Treasury Management

For any enquiries about this report please contact: Simon Cunnington

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- Financial Reporting Council, The UK Stewardship Code, September 2012.



NOTTINGHAM COUNTY COUNCIL QUARTERLY VOTING REPORT

OVERVIEW

1. The Pension Fund received voting recommendations for **1479** resolutions at **108** meetings in the quarter ended **2014-03-31**.
2. The Pension Fund supported **991** of the resolution (**67.0%**).
3. The Pension Fund voted against on **304** occasions (**20.55%**).
4. The Pension Fund abstained on **83** occasions (**5.61%**).
5. There were **74** non-voting agenda items (**5.0%**).
6. There were **26** withheld agenda items (**1.76%**).
7. There were **0** not supported agenda items (**0.0%**).

TABLE 1: GEOGRAPHIC VOTING OVERVIEW

Geographic Region	Meeting	Resolutions	For	Oppose	Abstain	Withheld	Say When on Pay	Non-Voting
SOUTH AND CENTRAL AMERICA	0	0	0	0	0	0	0	0
REST OF THE WORLD	0	0	0	0	0	0	0	0
ASIA	0	0	0	0	0	0	0	0
NORTH AMERICA	33	400	246	114	12	26	0	1
UK	33	394	305	57	32	0	0	0
EU	37	629	389	128	39	0	0	73
JAPAN	5	56	51	5	0	0	0	0

TABLE 2: ANALYSIS OF UK ALLSHARE VOTING RECOMMENDATIONS

Resolution Type	For	Percentage %	Abstain	Percentage %	Oppose	Percentage %	Total
Annual Reports	14	66.67	4	19.05	3	14.29	21
Remuneration Reports	14	66.67	2	9.52	5	23.81	21
Articles of Association	4	80.0	1	20.0	0	0.0	5
Auditors Appointment	3	15.0	9	45.0	8	40.0	20
Directors	134	84.81	8	5.06	16	10.13	158
Dividend	17	100.0	0	0.0	0	0.0	17
Executive Pay Scheme	0	0.0	0	0.0	5	100.0	5

TABLE 3: SIGNIFICANT OPPOSE VOTES

Company	Date	Type	Proposal	Recommendation	Oppose Percentage
LONMIN PLC	2014-01-30	AGM	Issue shares with pre-emption rights and for cash	For	30.43

TABLE 4: MEETINGS VOTE / NOT VOTED IN THE QUARTER

Company	Meeting Date	Type	Date Voted	Comment
PACE PLC	2014-01-06	EGM	2013-12-20	Voted
KAZAKHMYS PLC	2014-01-07	EGM	2013-12-20	Voted
TOROTRAK PLC	2014-01-08	EGM	2013-12-19	Voted
WALGREEN CO.	2014-01-08	AGM	2013-12-19	Voted
KONINKLIJKE (ROYAL) KPN NV	2014-01-10	EGM	2013-12-20	Voted
VEDANTA RESOURCES PLC	2014-01-13	EGM	2014-01-03	Voted
SPIRIT PUB COMPANY PLC	2014-01-14	AGM	2013-12-31	Voted
DIPLOMA PLC	2014-01-15	AGM	2014-01-07	Voted
FENNER PLC	2014-01-15	AGM	2014-01-03	Voted
ABERDEEN ASSET MANAGEMENT PLC	2014-01-16	AGM	2014-01-10	Voted
THYSSENKRUPP AG	2014-01-17	AGM	2013-12-31	Voted
APOLLO EDUCATION GROUP INC.	2014-01-21	AGM	Not Voted	Information meeting only.
KONINKLIJKE (ROYAL) AHOLD NV	2014-01-21	EGM	2013-12-31	Voted
MARSTONS PLC	2014-01-21	AGM	2014-01-10	Voted
WH SMITH PLC	2014-01-22	AGM	2014-01-10	Voted
INTUIT INC.	2014-01-23	AGM	2014-01-10	Voted
MICRON TECHNOLOGY INC	2014-01-23	AGM	2014-01-07	Voted
SMITHS NEWS PLC	2014-01-23	AGM	2014-01-10	Voted
DANIELI & C. OFFICINE MECCAN	2014-01-27	EGM	Not Voted	No ballot recieved.
BECTON DICKINSON & CO	2014-01-28	AGM	2014-01-14	Voted
MONSANTO CO.	2014-01-28	AGM	2014-01-14	Voted

SIEMENS AG	2014-01-28	AGM	2014-01-10	Voted
VERIZON COMMUNICATIONS INC	2014-01-28	EGM	2014-01-14	Voted
VODAFONE GROUP PLC	2014-01-28	EGM	2014-01-14	Voted
VODAFONE GROUP PLC	2014-01-28	COURT	2014-01-14	Voted
JOHNSON CONTROLS INC	2014-01-29	AGM	2014-01-14	Voted
VISA INC	2014-01-29	AGM	2014-01-14	Voted
ACCENTURE PLC	2014-01-30	AGM	2014-01-21	Voted
COSTCO WHOLESALE CORP.	2014-01-30	AGM	2014-01-14	Voted
LIBERTY GLOBAL PLC	2014-01-30	EGM	2014-01-21	Voted
LONMIN PLC	2014-01-30	AGM	2014-01-21	Voted
MITCHELLS & BUTLERS PLC	2014-01-30	AGM	2014-01-22	Voted
SCOTTISH INVESTMENT TRUST PLC	2014-01-31	AGM	2014-01-22	Voted
EMERSON ELECTRIC CO.	2014-02-04	AGM	2014-01-22	Voted
ROCKWELL AUTOMATION INC.	2014-02-04	AGM	2014-01-22	Voted
UDG HEALTHCARE PLC	2014-02-04	AGM	2014-01-22	Voted
DAILY MAIL & GENERAL TRUST	2014-02-05	AGM	2014-01-30	Voted
IMPERIAL TOBACCO GROUP PLC	2014-02-05	AGM	2014-01-22	Voted
COMPASS GROUP PLC	2014-02-06	AGM	2014-01-23	Voted
PARAGON GROUP OF COS PLC	2014-02-06	AGM	2014-01-24	Voted
ROCKWELL COLLINS INC	2014-02-06	AGM	2014-01-22	Voted
JOHN LAING INFRASTRUCTURE FUND LIMITED	2014-02-07	EGM	2014-01-27	Voted
MELROSE INDUSTRIES PLC	2014-02-07	EGM	2014-01-28	Voted
RWS HOLDINGS PLC	2014-02-11	AGM	2014-01-27	Voted

METRO AG	2014-02-12	AGM	2014-01-24	Voted
TUI AG	2014-02-12	AGM	2014-01-23	Voted
IMI PLC	2014-02-13	EGM	2014-01-30	Voted
INFINEON TECHNOLOGIES AG	2014-02-13	AGM	2014-01-27	Voted
OUTOKUMPU OY	2014-02-14	EGM	2014-01-28	Voted
MARTIN CURRIE GLOBAL PORTFOLIO TRUST PLC	2014-02-17	EGM	2014-02-06	Voted
THOMAS COOK GROUP PLC	2014-02-20	AGM	2014-02-06	Voted
NOVARTIS AG	2014-02-25	AGM	2014-02-10	Voted
DEERE & CO.	2014-02-26	AGM	2014-02-10	Voted
OSRAM LICHT AG	2014-02-27	AGM	2014-02-13	Voted
APPLE INC	2014-02-28	AGM	2014-02-14	Voted
APPLIED MATERIALS INC	2014-03-04	AGM	2014-02-17	Voted
QUALCOMM INC.	2014-03-04	AGM	2014-02-18	Voted
ROCHE HOLDING AG	2014-03-04	AGM	2014-02-26	Voted
SEAT PAGINE GIALLE SPA	2014-03-04	EGM	Not Voted	Non Voting Shares
TE CONNECTIVITY LTD	2014-03-04	AGM	2014-02-13	Voted
TYCO INTERNATIONAL LTD	2014-03-05	AGM	2014-02-14	Voted
SAGE GROUP PLC	2014-03-06	AGM	2014-02-20	Voted
INTERNATIONAL GAME TECHNOLOGY	2014-03-10	AGM	2014-02-24	Voted
SANMINA-SCI CORP	2014-03-10	AGM	2014-02-24	Voted
ANALOG DEVICES INC.	2014-03-12	AGM	2014-02-24	Voted
FRANKLIN RESOURCES INC	2014-03-12	AGM	2014-02-24	Voted
BANCO BILBAO VIZCAYA ARGENTARIA SA (BBVA)	2014-03-13	AGM	2014-02-25	Voted

SGS SA	2014-03-13	AGM	2014-03-05	Voted
THE ADT CORP.	2014-03-13	AGM	2014-02-25	Voted
VIACOM INC.	2014-03-17	AGM	Not Voted	Non-voting stock
DANSKE BANK AS	2014-03-18	AGM	2014-03-05	Voted
RAUTARUUKKI OY	2014-03-18	AGM	2014-03-04	Voted
WALT DISNEY CO.	2014-03-18	AGM	2014-03-06	Voted
AGILENT TECHNOLOGIES INC	2014-03-19	AGM	2014-03-13	Voted
HEWLETT-PACKARD CO	2014-03-19	AGM	2014-03-10	Voted
RM PLC	2014-03-19	AGM	Not Voted	Shares sold 13 Feb.
STARBUCKS CORP.	2014-03-19	AGM	2014-03-14	Voted
SWEDBANK AB	2014-03-19	AGM	2014-03-04	Voted
BANKINTER	2014-03-20	AGM	2014-03-10	Voted
GIVAUDAN SA	2014-03-20	AGM	2014-03-07	Voted
HUFVUDSTADEN AB	2014-03-20	AGM	2014-03-06	Voted
NORDEA BANK AB	2014-03-20	AGM	2014-03-07	Voted
NOVO NORDISK A/S	2014-03-20	AGM	2014-03-07	Voted
SULZER LTD	2014-03-20	AGM	2014-03-11	Voted
TWENTY-FIRST CENTURY FOX INC	2014-03-21	EGM	Not Voted	Non-voting stock
UCB SA/NV	2014-03-24	EGM	2014-03-10	Voted
VESTAS WIND SYSTEMS AS	2014-03-24	AGM	2014-03-11	Voted
BEAM INC	2014-03-25	EGM	2014-03-17	Voted
BRIDGESTONE CORP	2014-03-25	AGM	2014-03-11	Voted
FABEGE AB	2014-03-25	AGM	2014-03-13	Voted

NEXON CO LTD	2014-03-25	AGM	2014-03-13	Voted
SKANDINAVISKA ENSKILDA BANKEN (SEB)	2014-03-25	AGM	2014-03-11	Voted
ELECTROLUX AB	2014-03-26	AGM	2014-03-13	Voted
SVENSKA HANDELSBANKEN	2014-03-26	AGM	2014-03-13	Voted
OTSUKA SHOKAI CO LTD	2014-03-27	AGM	2014-03-18	Voted
PORTUGAL TELECOM SGPS SA	2014-03-27	EGM	2014-03-13	Voted
BANCO SANTANDER SA	2014-03-28	AGM	2014-03-18	Voted
CANON INC	2014-03-28	AGM	2014-03-17	Voted
COMPUWARE CORP.	2014-03-28	AGM	2014-03-20	Voted
IBERDROLA SA	2014-03-28	AGM	2014-03-18	Voted
REPSOL SA	2014-03-28	AGM	2014-03-18	Voted
SKF AB	2014-03-28	AGM	2014-03-17	Voted
ST MODWEN PROPERTIES PLC	2014-03-28	AGM	2014-03-20	Voted
SUNTORY BEVERAGE & FOOD LTD	2014-03-28	AGM	2014-03-17	Voted
SVG CAPITAL PLC	2014-03-28	AGM	2014-03-20	Voted
TRINITY MIRROR PLC	2014-03-28	EGM	2014-03-20	Voted
AP MOLLER - MAERSK AS	2014-03-31	AGM	2014-03-19	Voted
FIAT SPA	2014-03-31	AGM	2014-03-18	Voted

TABLE 5: GEOGRAPHICAL COUNT OF ALL SUPPORTED MEETINGS

SOUTH AND CENTRAL AMERICA			
Meetings	Count All For	AGM	EGM
0	0	0	0
REST OF THE WORLD			
Meetings	Count All For	AGM	EGM
0	0	0	0
ASIA			
Meetings	Count All For	AGM	EGM
0	0	0	0
NORTH AMERICA			
Meetings	Count All For	AGM	EGM
33	0	0	0
UK			
Meetings	Count All For	AGM	EGM
33	8	0	8
EU			
Meetings	Count All For	AGM	EGM
37	2	0	2
JAPAN			
Meetings	Count All For	AGM	EGM
5	2	2	0

CLIENT VOTE CHANGES

There were no vote changes during the quarter.

VOTES REJECTED IN THE QUARTER AND EXPLANATION

GLOBAL CUSTODIAN A/C	Client	VOTED SHARES	ISIN	ISSUER NAME	MEETING DATE	MEETING TYPE	REJECTION REASON
2CM7	NOTTINHAMS HIRE	87733	DK0010274414	DANSKE BANK AS, COPENHAGEN	18-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	39375	SE0000242455	SWEDBANK AB STOCKHOLM SHS-A-	19-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	96600	SE0000170375	HUFVUDSTADEN AB STOCKHOLM SHS -A-	20-Mar-14	AGM	NO POA
2CM5	NOTTINHAMS HIRE	160739	SE0000170375	HUFVUDSTADEN AB STOCKHOLM SHS -A-	20-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	110000	DK0060534915	NOVO NORDISK A/S BAGSVAERD SHS -B-	20-Mar-14	AGM	NO POA
2CM5	NOTTINHAMS HIRE	375429	SE0000427361	NORDEA BANK AB STOCKHOLM SHS	20-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	139000	SE0000427361	NORDEA BANK AB STOCKHOLM SHS	20-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	15000	DK0010268606	VESTAS WIND SYSTEMS A/S RANDE SHS	24-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	6800	SE0000950636	FABEGE AB SOLNA SHS	25-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	189400	SE0000148884	SKANDINAVISKA ENSKILDA BANKEN SHS -A-	25-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	25000	SE0000103814	ELECTROLUX AB STOCKHOLM SHS -B-	26-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	23740	SE0000193120	SVENSKA HANDELSBANKEN AB STOC SHS -A-	26-Mar-14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	14800	SE0000108227	SKF AB GOTEBOG SHS -B-	28-Mar-14	AGM	NO POA

2CM7	NOTTINHAMS HIRE	130	DK0010244 425	A.P. MOELLER - MAERSK A/S COP SHS -A-	31-Mar- 14	AGM	NO POA
2CM7	NOTTINHAMS HIRE	80700	SE0000113 250	SKANSKA AB SOLNA SHS -B-	03-Apr- 14	AGM	NO POA

UK

Local Authority Pension Fund Forum acts on Diversity

The Boards of FTSE companies are facing further pressure for reform after the Local Authorities Pension Fund Forum (LAPFF) announced it will take board diversity into account in any AGM voting recommendations it may make to member funds during the upcoming AGM season. The Forum will directly raise concerns where there is insufficient indication that the company has taken board diversity into consideration. 'In 2014, LAPFF will review FTSE 100 company disclosure, and based on individual company circumstances will consider recommending that its members vote against the election of the Chairman of the Nomination Committee if there are no women on the board. Where there are less than 25% of women on the board, the Forum will consider recommending that members abstain on the election of the Chairman of the Nomination Committee.' Forum Chair Councillor Keiran Quinn said.

LAPFF has also endorsed the October 2013 decision by high profile UK fund manager Legal & General Investment Management (LGIM) who have announced that from 2015 it would vote against the chairman or the chairman of the nominations committee if they have not installed any women on the board, or if aspirational targets have not been set, or if disclosure about gender balance is inadequate.

A February 2013 analysis undertaken by PIRC reveals that to reach the 25% Davies target for the start of 2015 FTSE 350 boards must double the 2013 rate of increase of female representation to around 5.8% and make over 4 new appointments each month in aggregate until January 2015.

The Professional Boards Forum 'Boardwatch' calculates a minimum of 51 more female directors are needed to meet the Davies target. Attention is also being focussed on female representation on executive committees.

The Dec 2013 Cracking the Code Report research prepared for the 30% Club, of which LAPFF is a member, found that a man who starts his career with a FTSE 100 company is four and-a-half times more likely to reach the executive committee than his female counterpart. Progress is also slow in the FTSE 250 according to the latest study by the Cranfield University School of Management 'Women on Boards' report issued in November 2013. They found the proportion of women on 250 executive committees had fallen from 17.2% in 2010 to 15.3% in 2013.

LAPFF coordinates corporate governance and engagement activities for UK public authority funds holding over £120b FUM.

Slowdown after several years of increases reflects post crisis realignment and more scrutiny on remuneration disparities between employees and executives.

Price Waterhouse Coopers have released their latest fee survey for FTSE 350 companies, helpfully differentiating between top 100, 250 and SMCs. The report notes a levelling off in fees for FTSE 100 companies and an increase in FTSE 250 remuneration. The median base fee level reported for a FTSE100 chair is £361,000 in 2013 up from the 2012 figure of £360,000. For FTSE100 NEDs the median base fee was £61,000 in 2013, a slight drop from 2012 where the median was £64,000. This follows five years of increases for both FTSE100 chairmen and non-executive directors from a 2009 base of £300,000 and £55,000, respectively. FTSE 250 companies have continued a steady rise over the same period.

One change that did draw attention was the 140% increase in FTSE 100 remuneration committee fees in the last five years, from £5,000 to £12,000 with the fee for chairing the committee now hovering at around £20,000, similar to that of the Audit committee chair.

US

Who gets the corporate millions is a governance question that won't go away.

A group of US Senators and Congressmen have written to SEC Chair Mary Jo White asking the regulator to require the disclosure of political donations by publicly traded US corporations. The intervention has come following the SEC decision to quietly drop consideration of the matter from its list of 2014 priorities despite signalling a year ago some possible action around the issue.

Pressure for reform to provide transparency has grown since the 2010 Supreme Court decision in 'Citizens United' sparked renewed concerns within the US political system over ability for corporations to donate funds direct to political campaigns without disclosure to shareholders or public transparency.

Business lobbies and trade associations spend tens of millions in the regular congressional election campaigns and again in the four yearly presidential elections.

Good governance principles would require at a minimum the ability of shareholders to see who benefits from such largesse. Democracy would benefit from voters knowing the same.

Europe:

EU Shareholder Rights Directive amendments released

The European Commission this week issued draft amendments to the Shareholder Rights Directive. The draft proposals have five specific objectives 1) To increase the level and quality of engagement by asset owners and managers 2) To improve the balance of directors pay with performance 3) to improve transparency and oversight of related party transactions 4) to ensure reliability and quality of advice by proxy advisors and 5) to facilitate the transmission of cross border information across the investment chain in particular through shareholder identification.

On a comply or explain basis institutional investors and asset managers who have not equipped themselves with an engagement policy will not only be required to develop a policy but to publicly disclose the policy, how it was implemented and the results of implementing the policy. If the draft proposals are carried through the market for engagement services looks set to become much more transparent. Institutional investors will be expected to disclose publicly the extent to which they incentivise their asset managers to engage with companies. Increased competition in this field and transparency around who the players are in this market may be to the benefit of asset owners who will start to discover how much engagement bang they get for their engagement buck.

The forward looking three yearly approval of directors' remuneration policy and the backward looking annual approval of the remuneration report will become EU wide voting rights. These will be new rights in several EU markets. The new rights will be supported by new disclosure requirements. Amongst the most eye-catching are the proposals that companies disclose the maximum that may be awarded together with relevant performance criteria and the envisaged ratio of average directors pay to average full time employee pay.

Say on pay is not the only new voting right proposed. Shareholders are to be given the right to approve any related party transaction representing more than 5% of assets or other transaction with the potential for significant impact on profits or turnover. New disclosure requirements apply to RPTs between 1% and 5% of asset value. Under the proposals companies will not be able to avoid seeking shareholder approval by repeatedly conducting transactions at a level below the 5% threshold with the same party, for example a controlling shareholder. Such transactions must be aggregated on an annual basis under the proposals and a vote held on any transaction after the 5% threshold is passed.

Following on from the ESMA report on the proxy voting advisory market the Draft Directive imposes challenging disclosure requirements on proxy agencies. Methodologies, models, staff numbers information sources and the nature of dialogue with companies must all be disclosed. The proposals also seek to put an end to the secrecy which can currently surround the identity of a company's shareholders. Rights similar to those in s793 of the UK Companies Act would apply with a company able to obtain details of those named on its register but also the identity of the shareholders sitting behind those on the register where this is an intermediary.

The proposals on information rights also heralds the long sought introduction of electronic vote confirmation an enhancement that has eluded several market led initiatives over the last 20 years.

As ever both the devil and the delight will be in the detail and as the proposals have yet to be adopted by Council or Parliament both are some way off.

Roche Holdings

Swiss pay reform fight moves to the AGM trenches

You know the old saying – you wait for ages for a vote on executive pay to come along then 5 turn up at the same time. This is a fitting description of the upcoming AGM ballot for Swiss pharma Roche where shareholders are being asked to vote on five separate pay related resolutions. The votes on pay arise from the implementation of Switzerland's new law *Verordnung gegen übermässige Vergütungen bei börsenkotierten Aktiengesellschaften* (Ordinance against excessive compensation in listed corporations or *VeguV* for short). Under the *VeguV* companies have some discretion over the exact nature of what they should seek approval for but they are required to set out the details of the vote in their articles of association.

As a result Roche is seeking approval for

- 1) Binding approval of changes to the articles to give effect to the new ordinance
- 2) Binding approval of the total amount of future remuneration to the board
- 3) Binding approval of total amount of future remuneration for the Corporate Executive Committee
- 4) Binding retrospective approval for bonuses to the Corporate Executive Committee and Chairman
- 5) Advisory approval of the remuneration report which contains forward and backwards disclosures for both executive committee and board.

Big pharma doesn't come much bigger than Roche, the world's largest biotech company and the third largest EU company by market value so the way it has approached the new regulations will be important in setting the tone for other Swiss issuers.

On the face of it binding approval for forward and backward pay for board and executive committee may seem like full and proper accountability. Look a little closer and it becomes clear that the disclosure which supports the new votes is as solid as a piece of Swiss cheese. Although shareholders now have a binding vote on total pay at Swiss companies caution still needs to be exercised. At Roche the amount of bonus to be approved doesn't show the value of shares awarded at market price but instead values awards on the assumption they are worth less if an executive is obliged to hold on to them.

The Swiss fight to reform excessive remuneration took a step forward with the passage of *VeguV* despite a vigorous corporate campaign to water down its effectiveness. Shareholders who support improved governance may now have to battle it out AGM by AGM to bring about meaningful transparency and disclosure.

Global

Reforms to corporate structures, disclosure and shareholder rights reflect a growing regional trend for improved governance

The Securities and Exchange Board of India (SEBI) has announced a raft of governance changes to listed companies set to apply from October this year.

The proposed changes to the Listing Agreement are consistent, and in some cases strengthen, provisions of the new companies' law ratified last year and make it mandatory for boards to have at least one female appointee, places restrictions on multiple directorships and imposes additional disclosure on executive remuneration.

Other changes include strengthening definitions and oversight of related party transactions and the role of audit committees in overseeing governance.

The thrust of the changes continues a drive to expand shareholder rights and transparency and improve overall governance within India's equity markets which have been the source of continued dissatisfaction over sharp corporate practices. The new measures have been broadly welcomed by observers though some doubts remain over the ultimate efficacy of measures to restrict the number of investment layers and ensure transparency around the ultimate beneficiary.

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Nottinghamshire County Council Proxy Voting - 2014 Q1															
F = For															
A = Abstain															
O = Oppose															
Wh = Withhold															
Wd = Withdrawn															
Nv = Non-Voting															
Ns = Not Supported															
1 = 1 Year															
2 = 2 Years															
3 = 3 Years															
Company	Date	Type	Vote String	Resolution Count	For	Oppose	Abstain	Withhold	Withdrawn	Non-Voting	Not Supported	1 Year	2 Years	3 Years	
FIAT SPA	31/03/14	AGM	FOO	3	1	2	0	0	0	0	0	0	0	0	
SVG CAPITAL PLC	28/03/14	AGM	FOAFFFFFFFAAFF	15	10	1	4	0	0	0	0	0	0	0	
COMPUWARE CORP.	28/03/14	AGM	OFFOFOFFFAO	13	8	4	1	0	0	0	0	0	0	0	
ST MODWEN PROPERTIES PLC	28/03/14	AGM	AFAFFFFFFFOOFFFFFF	20	16	2	2	0	0	0	0	0	0	0	
APOLLO EDUCATION GROUP INC.	21/01/14	AGM	Nv	1	0	0	0	0	0	1	0	0	0	0	
OTSUKA SHOKAI CO LTD	27/03/14	AGM	F	1	1	0	0	0	0	0	0	0	0	0	
SULZER LTD	20/03/14	AGM	FOFFAFFFFFFFOAFO	18	12	4	2	0	0	0	0	0	0	0	
SUNTORY BEVERAGE & FOOD LTD	28/03/14	AGM	FOFFFFFFF	11	10	1	0	0	0	0	0	0	0	0	
SMITHS NEWS PLC	23/01/14	AGM	OFFFFFFFFFOAOFFF	18	14	3	1	0	0	0	0	0	0	0	
VEDANTA RESOURCES PLC	13/01/14	EGM	A	1	0	0	1	0	0	0	0	0	0	0	
SVENSKA HANDELSBANKEN	26/03/14	AGM	NvFFFFFFNvFFFFFFFOFAAAONv	23	15	2	3	0	0	3	0	0	0	0	
SWEDBANK AB	19/03/14	AGM	NvFFFFFFNvNvFFFFOFOOFFFOOOAONv	28	15	7	1	0	0	5	0	0	0	0	
HEWLETT-PACKARD CO	19/03/14	AGM	FFFFFFFFFFFFOA	15	13	1	1	0	0	0	0	0	0	0	
NOVO NORDISK A/S	20/03/14	AGM	NvAFFFFFFFAFFAFAFFONv	20	12	2	4	0	0	2	0	0	0	0	
STARBUCKS CORP.	19/03/14	AGM	OFOFOFOFOFOOFF	16	8	8	0	0	0	0	0	0	0	0	
KAZAKHMY S PLC	07/01/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0	
ROCKWELL AUTOMATION INC.	04/02/14	AGM	FFFFOF	6	5	1	0	0	0	0	0	0	0	0	
MARTIN CURRIE GLOBAL PORTFOLIO TRUST PLC	17/02/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0	
SCOTTISH INVESTMENT TRUST PLC	31/01/14	AGM	FFFFFFFFFAF	12	11	0	1	0	0	0	0	0	0	0	
PACE PLC	06/01/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0	
DEERE & CO.	26/02/14	AGM	OOOFOFOFFOFA	13	6	6	1	0	0	0	0	0	0	0	
VODAFONE GROUP PLC	28/01/14	EGM	FFFF	4	4	0	0	0	0	0	0	0	0	0	
FABEGE AB	25/03/14	AGM	NvNvNvNvNvNvNvNvFFFFFFFOFAAFNvNv	20	8	1	2	0	0	9	0	0	0	0	
RAUTARUUKKI OY	18/03/14	AGM	NvNvNvNvNvNvNvNvNvNvNvNvNvNv	17	10	0	0	0	0	7	0	0	0	0	
RM PLC	19/03/14	AGM	FFFFFFFFFOFFFFFF	17	15	2	0	0	0	0	0	0	0	0	
SKF AB	28/03/14	AGM	OFFFFNvFFFNvFNvFVFOOF	19	13	3	0	0	0	3	0	0	0	0	
PORTUGAL TELECOM SGPS SA	27/03/14	EGM	A	1	0	0	1	0	0	0	0	0	0	0	
REPSOL SA	28/03/14	AGM	FFFAFFFFFFFFFAOOOFF	21	16	3	2	0	0	0	0	0	0	0	
MARSTONS PLC	21/01/14	AGM	FFFAFFFAFFFOOFFF	19	15	2	2	0	0	0	0	0	0	0	
MICRON TECHNOLOGY INC	23/01/14	AGM	FFFAFFAOFO	12	8	3	1	0	0	0	0	0	0	0	
EMERSON ELECTRIC CO.	04/02/14	AGM	WhFFFFFFOFF	11	9	1	0	1	0	0	0	0	0	0	
DAILY MAIL & GENERAL TRUST	05/02/14	AGM	FFOFOOFFFFFFF	14	11	3	0	0	0	0	0	0	0	0	
NORDEA BANK AB	20/03/14	AGM	FFFFFNvFFFFFFFOAFFFOFOO	23	17	4	1	0	0	1	0	0	0	0	
BANKINTER	20/03/14	AGM	FFFFOFOFFFO	12	9	3	0	0	0	0	0	0	0	0	
HUFVUDSTADEN AB	20/03/14	AGM	NvNvNvNvNvNvNvNvNvNvNvNvNvNv	17	4	3	0	0	0	10	0	0	0	0	
VESTAS WIND SYSTEMS AS	24/03/14	AGM	FFFAFOFFAFFFFNvFFFFFFOF	23	18	2	2	0	0	1	0	0	0	0	
ACCENTURE PLC	30/01/14	AGM	FFFOOOFOFOFFFFFF	17	11	6	0	0	0	0	0	0	0	0	
APPLE INC	28/02/14	AGM	WhFWWh												

Company	Date	Type	Vote String	Resolution Count	For	Oppose	Abstain	Withhold	Withdrawn	Non-Voting	Not Supported	1 Year	2 Years	3 Years
FRANKLIN RESOURCES INC	12/03/14	AGM	OOOOOFFOFOFOF	14	6	8	0	0	0	0	0	0	0	0
ROCKWELL COLLINS INC	06/02/14	AGM	WhWhWhOFF	6	2	1	0	3	0	0	0	0	0	0
PARAGON GROUP OF COS PLC	06/02/14	AGM	FFOFOFFFFFOAFAFFFF	20	14	4	2	0	0	0	0	0	0	0
THOMAS COOK GROUP PLC	20/02/14	AGM	FOFFFFFOFFFOFFFFF	18	15	3	0	0	0	0	0	0	0	0
ANALOG DEVICES INC.	12/03/14	AGM	OFFFFFFFFFOO	13	10	3	0	0	0	0	0	0	0	0
VIACOM INC.	17/03/14	AGM	WhFFWhWhFFWhWhWhWhWhWhO	15	5	1	0	9	0	0	0	0	0	0
GIVALUDAN SA	20/03/14	AGM	FOFFFFFOOOOOFFOOFFFFF	23	13	10	0	0	0	0	0	0	0	0
THE ADT CORP.	13/03/14	AGM	FFFFFFFFOF	10	9	1	0	0	0	0	0	0	0	0
SKANDINAVISKA ENSKILDA BANKEN (SEB)	25/03/14	AGM	NvNvNvNvNvNvNvNvFFFNvFOOOOOFAOOFOONv	27	6	10	1	0	0	10	0	0	0	0
NOVARTIS AG	25/02/14	AGM	FFFFAFFFFFFFFFOFOFFF	22	19	2	1	0	0	0	0	0	0	0
OSRAM LICHT AG	27/02/14	AGM	NvFFFFFOFFOF	13	9	3	0	0	0	1	0	0	0	0
DIPLOMA PLC	15/01/14	AGM	AFOFFFFFFOFFFFF	17	14	2	1	0	0	0	0	0	0	0
AGILENT TECHNOLOGIES INC	19/03/14	AGM	OFOO	5	1	4	0	0	0	0	0	0	0	0
ABERDEEN ASSET MANAGEMENT PLC	16/01/14	AGM	FFFFFOFFFAFFFFFOFOFFFFF	24	20	3	1	0	0	0	0	0	0	0
INTUIT INC.	23/01/14	AGM	OOOFFFOFFFOO	12	6	6	0	0	0	0	0	0	0	0
KONINKLIJKE (ROYAL) KPN NV	10/01/14	EGM	NvAANv	4	0	0	2	0	0	2	0	0	0	0
DANIELI & C. OFFICINE MECCAN	27/01/14	EGM	AA	2	0	0	2	0	0	0	0	0	0	0
SANMINA-SCI CORP	10/03/14	AGM	OFFFOOOAAOO	12	4	7	1	0	0	0	0	0	0	0
MONSANTO CO.	28/01/14	AGM	FOOAOFF	8	4	3	1	0	0	0	0	0	0	0
LIBERTY GLOBAL PLC	30/01/14	EGM	OO	2	0	2	0	0	0	0	0	0	0	0
BANCO SANTANDER SA	28/03/14	AGM	FFFFFFFFFOFAFFFOFOFFFFFFFFFFO	30	24	5	1	0	0	0	0	0	0	0
TRINITY MIRROR PLC	28/03/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0
TWENTY-FIRST CENTURY FOX INC	21/03/14	EGM	O	1	0	1	0	0	0	0	0	0	0	0
DANSKE BANK AS	18/03/14	AGM	FFFFFFFFFAFOFFFFFOFFFOFOFAOOOOQAAO	37	20	13	4	0	0	0	0	0	0	0
BEAM INC	25/03/14	EGM	FOO	3	1	2	0	0	0	0	0	0	0	0
MELROSE INDUSTRIES PLC	07/02/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0
SPIRIT PUB COMPANY PLC	14/01/14	AGM	AFOFAFFFFFFFFFFFF	17	13	2	2	0	0	0	0	0	0	0
JOHN LAING INFRASTRUCTURE FUND LIMITED	07/02/14	EGM	FFFF	4	4	0	0	0	0	0	0	0	0	0
FENNER PLC	15/01/14	AGM	OOFAFFFFFAFFFFF	15	11	2	2	0	0	0	0	0	0	0
INFINEON TECHNOLOGIES AG	13/02/14	AGM	NvFFFFFFF	8	7	0	0	0	0	1	0	0	0	0
CANON INC	28/03/14	AGM	FOOFFFFFFFFFFOFFFOFF	25	22	3	0	0	0	0	0	0	0	0
JOHNSON CONTROLS INC	29/01/14	AGM	WhFWWhWhFO	6	2	1	0	3	0	0	0	0	0	0
LONMIN PLC	30/01/14	AGM	FOOFOAFFFFFAFFFFFFO	20	13	5	2	0	0	0	0	0	0	0
MITCHELLS & BUTLERS PLC	30/01/14	AGM	FAFFFOFFFOAFFFF	15	10	3	2	0	0	0	0	0	0	0
IMI PLC	13/02/14	EGM	FFFFF	5	5	0	0	0	0	0	0	0	0	0
WALGREEN CO.	08/01/14	AGM	FFFFFFFFFFFFAFAFF	17	14	1	2	0	0	0	0	0	0	0
SEAT PAGINE GIALLE SPA	04/03/14	EGM	F	1	1	0	0	0	0	0	0	0	0	0
OUTOKUMPU OY	14/02/14	EGM	NvNvFFONv	7	3	1	0	0	0	3	0	0	0	0
UCB SA/NV	24/03/14	EGM	FFFFF	5	5	0	0	0	0	0	0	0	0	0
ROCHE HOLDING AG	04/03/14	AGM	FOFFFFFOFOFOOOOFFFFFFFFFFFOFOFFFOO	33	19	14	0	0	0	0	0	0	0	0
QUALCOMM INC.	04/03/14	AGM	FFOFOFFFOFOFOFO1	17	9	7	0	0	0	0	0	1	0	0
APPLIED MATERIALS INC	04/03/14	AGM	FFFFFFFFFFFFFAFF	15	14	0	1	0	0	0	0	0	0	0
INTERNATIONAL GAME TECHNOLOGY	10/03/14	AGM	FFFFFFFFFOAFF	12	10	1	1	0	0	0	0	0	0	0
BECTON DICKINSON & CO	28/01/14	AGM	OOFOOFFFOOOFOFAOOF	19	7	11	1	0	0	0	0	0	0	0
TOROTRAK PLC	08/01/14	EGM	OOOOOOF	7	1	6	0	0	0	0	0	0	0	0
IBERDROLA SA	28/03/14	AGM	FFFFFAFOFFFOFFO	15	11	3	1	0	0	0	0	0	0	0
WALT DISNEY CO.	18/03/14	AGM	FOFOOOOOFFOFF	15	8	7	0	0	0	0	0	0	0	0
TE CONNECTIVITY LTD	04/03/14	AGM	FFFOFFFFFFOFFFOFFFOFFFOFFFOF	30	26	4	0	0	0	0	0	0	0	0
TYCO INTERNATIONAL LTD	05/03/14	AGM	OOFOOFFFOFFFOFFFOOFFFFFO	24	14	10	0	0	0	0	0	0	0	0
SGS SA	13/03/14	AGM	FOFFFOOOOFOFOFOFOFOO	21	8	13	0	0	0	0	0	0	0	0
VODAFONE GROUP PLC	28/01/14	COURT	F	1	1	0	0	0	0	0	0	0	0	0
BANCO BILBAO VIZCAYA ARGENTARIA SA (BBVA)	13/03/14	AGM	FFOFOFFFOFFFOFF	17	12	5	0	0	0	0	0	0	0	0
COMPASS GROUP PLC	06/02/14	AGM	FOFOFFFOFFFAFFFAFFFF	20	17	2	1	0	0	0	0	0	0	0
BRIDGESTONE CORP	25/03/14	AGM	FFFFFFFFFOF	11	10	1	0	0	0	0	0	0	0	0
VISA INC	29/01/14	AGM	FFFFFFFFFFFFFO	13	12	1	0	0	0	0	0	0	0	0
SAGE GROUP PLC	06/03/14	AGM	FFOFFFFFAFOFF	17	14	2	1	0	0	0	0	0	0	0
METRO AG	12/02/14	AGM	NvFFFAFO	7	4	1	1	0	0	1	0	0	0	0
IMPERIAL TOBACCO GROUP PLC	05/02/14	AGM	FFOFFFFFFFFFFFAFAFFFF	17	1	2	0	0	0	0	0	0	0	0

[illegible]

REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT**PENSIONS INVESTMENT SUB-COMMITTEE MEETINGS****Purpose of the Report**

1. To make recommendations for the venue and date of Pensions Investment Sub-Committee meetings not held at County Hall.

Information and Advice

2. At its meeting on 25 March 2014, the Nottinghamshire Pension Fund Committee voted to hold one Pensions Investment Sub-Committee meeting per year at the offices of the Fund's main investment managers (subject to review next year). It was also agreed to consider the venue for that meeting at the next sub-committee meeting.
3. When meetings of the Investment Sub-Committee have been held externally, these have traditionally been held at the offices of the Fund's main managers as follows:
 - Schroder Investment Management (London)
 - Kames Capital (Edinburgh)
 - Aberdeen Asset Management (Edinburgh)

In addition, Aberdeen Asset Management arranges the Fund's annual property inspection, usually in October.

4. Previously, three meetings per year were held externally and each manager hosted one meeting. During 2013/14, two meetings were held externally and these were hosted by Schroders and Kames. Meetings are scheduled during 2014/15 on the following dates:
 - 05 June 2014
 - 04 September 2014
 - 27 November 2014
 - 05 March 2015

The property inspection is scheduled for 15-16 October 2014.

5. It is proposed that the external Investment Sub-Committee meeting be held on 5 March 2015. Options for deciding the venue are:
 - Rota of all main managers

- Rota excluding Aberdeen (as they already arrange the property inspection)

It is proposed that the venue continues on a rota of all main managers..

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the following recommendations are made to the Nottinghamshire Pension Fund Committee regarding meetings of the Pensions Investment Sub-Committee:
 - a) That the external meeting for 2014/15 be held on 5 March 2015.
 - b) That the venue of external meetings continues to be determined by a rota of all of the Fund's main investment managers.

Report Author:

Simon Cunnington

Senior Accountant – Pensions & Treasury Management

For any enquiries about this report please contact: Simon Cunnington



REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT

LOCAL AUTHORITY PENSION FUND FORUM BUSINESS MEETING

Purpose of the Report

1. To report on the Local Authority Pension Fund Forum (LAPFF) business meeting held in London on 25 March 2014.

Information and Advice

2. The Local Authority Pension Fund Forum was formed in 1990 to provide an opportunity for the UK's local authority pension funds to discuss investment and shareholder engagement issues. LAPFF currently has 60 members (shown at Appendix A) with combined assets of well over £100 billion and is consequently able to exert significant influence over companies in which funds are invested.
3. LAPFF exists 'to promote the long-term investment interests of UK local authority pension funds, and in particular to maximise their influence as investors to promote corporate social responsibility and high standards of corporate governance amongst the companies in which they invest'. It also:
 - a. Provides a forum for information exchange and discussion about investment issues.
 - b. Facilitates the commissioning of research and policy analysis of issues in a more effective manner than individual members could achieve.
 - c. Provides a forum for consultation on shareholder initiatives.
 - d. Provides a forum to consider issues of common interest to all pension fund administrators and councillors.
4. The March 2014 business meeting was attended on behalf of Nottinghamshire Pension Fund by an officer representative. Future meetings will be attended by a member of the Sub-Committee and an officer.
5. The main focus of the meeting was to brief members on the specific engagement work LAPFF had undertaken in recent months. This mainly comprised:
 - Barclays pay and dividends – This concerned the high pay and bonuses paid to Barclays employees when compared to the dividends it has been able to pass to its shareholders, relative to other large banks. LAPFF advised its members to vote against the remuneration policy and against the re-election of Sir John Sunderland, who is chair of the Barclays remuneration committee.

- Majority controlled companies – This concerned companies fairly recently listed on the stock exchange, the majority shareholding of which is held by another company. This creates a risk for other shareholders that the full amount invested might not be returned if the company is subsequently delisted. LAPFF has undertaken some lobbying in this area and was pleased to report that the UK Listing Authority has changed its rules to reduce this risk.
 - European equities. LAPFF routinely engage with the companies in whom its members are large shareholders and reports back on the meetings held. A number of European companies had been engaged with in the period prior to the March meeting. A number of concerns were raised about corporate governance, and about the need for more of these companies to develop sustainable supply chains.
6. Following these updates the meeting received a presentation from Richard Murphy of Tax Research UK. Richard is aiming to establish a ‘fair tax mark’ (similar in operation to the Crystal Mark) that would highlight whether a company does not actively employ a tax avoidance strategy. In future this may be of interest to the Nottinghamshire Pension Fund, since tax avoidance methods cloud the understanding of cashflows (and of companies’ net worth) in company accounts.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the report be noted.

Report Author:
Ciaran Guilfoyle
Investments Officer

For any enquiries about this report please contact: Simon Cunnington

Membership of LAPFF as at 10 February 2014

1. Avon Pension Fund
2. Bedfordshire Pension Fund
3. Cheshire Pension Fund
4. City of London Corporation
5. Clwyd Pension Fund
6. Cumbria Pension Scheme
7. Derbyshire County Council
8. Devon County Council
9. Dorset County Pension Fund
10. Dyfed Pension Fund
11. East Riding of Yorkshire Council
12. East Sussex Pension Fund
13. Falkirk Pension Fund
14. Greater Gwent Fund
15. Greater Manchester Pension Fund
16. Gwynedd Pension Fund
17. Hampshire Pension Fund
18. Lancashire County Pension Fund
19. Lincolnshire County Council
20. London Borough of Barking & Dagenham
21. London Borough of Camden
22. London Borough of Croydon
23. London Borough of Ealing
24. London Borough of Enfield
25. London Borough of Hackney
26. London Borough of Haringey
27. London Borough of Harrow
28. London Borough of Hounslow
29. London Borough of Islington
30. London Borough of Lambeth
31. London Borough of Lewisham
32. London Borough of Newham
33. London Borough of Waltham Forest
34. London Borough of Tower Hamlets
35. London Borough of Southwark
36. London Pension Fund Authority
37. Lothian Pension Fund
38. Merseyside Pension Fund
39. Norfolk Pension Fund
40. Northamptonshire County Council
41. North East Scotland Pension Fund
42. Northern Ireland Local Government Officers Superannuation Committee
43. North Yorkshire County Council
44. Nottinghamshire County Council
45. Rhondda Cynon Taf Pension Fund
46. Royal Borough of Greenwich
47. Shropshire Council
48. Somerset County Council

- 49. South Yorkshire Pensions Authority
- 50. South Yorkshire Integrated Transport Authority
- 51. Staffordshire Pension Fund
- 52. Surrey County Council
- 53. Teesside Pension Fund
- 54. Tyne and Wear Pension Fund
- 55. Warwickshire County Council
- 56. West Midlands Pension Fund
- 57. West Midlands PTA Pension Fund
- 58. West Yorkshire Pension Fund
- 59. Wiltshire Pension Fund
- 60. Worcestershire County Council

REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT

CASHFLOW MODELLING

Purpose of the Report

1. To inform members of the projected cash flows of the Fund.

Information and Advice

2. The latest triennial actuarial valuation shows that the Fund is in deficit. This deficit will be recovered by a combination of additional employer contributions and investment returns. In order to maximise investment returns (within acceptable risk parameters) the Fund's Statement of Investment Principles sets a long term investment strategy that favours growth assets (equities and property) over defensive assets (bonds and cash). However, this strategy is only possible if the Fund is able to cover pension payments without recourse to selling assets.
3. Prior to 2010/11, the Fund regularly received net additions from members (contributions received less benefits paid) in excess of £30m a year. Since then, through a combination of reductions in active members and increases in pensioners, this position has deteriorated significantly. The position over the last five years is shown below.

	2012/13	2011/12	2010/11	2009/10	2008/09
Net additions from members	£5m	£17m	£24m	£48m	£50m

4. In addition to these net contributions, the Fund also receives substantial investment income. This income (net of taxes and investment management expenses) is shown below for the same period.

	2012/13	2011/12	2010/11	2009/10	2008/09
Net investment income	£84m	£80m	£74m	£74m	£78m

5. In order to continue with a long term investment strategy, it is increasingly important to be aware of the projected cash flows of the Fund. Attached is a report from the Fund's actuary that models future cash flows over the next 20 years. The report shows projected cash flows in four scenarios as follows:
 - 1) Stable active membership
 - 2) 20% reduction in active membership over next 3 years
 - 3) Scenario 2 plus 1% reduction in income yield

- 4) Scenario 3 plus CPI inflation 1% higher
6. In all four scenarios, net additions from members are predicted to turn negative in the near future. However, overall cash flow remains positive through the 20 year period in scenarios 1 and 2. In scenario 3, cash flow turns negative in 2024. In scenario 4, cash flow turns negative in 2021.
7. It is very unlikely that active membership will remain stable, particularly over the short term as there are likely to be further reductions in active membership as a result of continuing efficiency measures within the public sector. Income yields are at their current levels following the most severe economic downturn in recent history and there is no indication that these will reduce significantly below this level. The level of inflation has recently fallen below the Bank of England's target of 2% and the Bank has stated that it expects interest rates to remain at low levels for some time to come. Arguably, therefore, scenario 2 is the most likely.
8. Scenario 2 shows that the Fund is unlikely to need to sell assets to fund benefits for at least 20 years and this allows the Fund to continue with its long term investment strategy. The cash flow position will continue to be closely monitored.

Statutory and Policy Implications

9. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the report be noted.

Report Author:

Simon Cunningham

Senior Accountant – Pensions & Treasury Management

For any enquiries about this report please contact: Simon Cunningham

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Barnett Waddingham



Nottinghamshire County Council Pension Fund

Cashflow Modelling

Graeme D Muir FFA
Barnett Waddingham LLP

25 April 2014

Contents

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1. Introduction

- 1.1. The purpose of this note is to set out some of the issues that Nottinghamshire County Council, as administering authority for the Nottinghamshire County Council Pension Fund (“the Fund”), will need to consider as the Fund matures.
- 1.2. Maturity essentially means how the mix of liabilities between active members and non-active members changes over time. A pension fund where most of the liabilities are in relation to active members is said to be immature whereas one where most of the liabilities are in relation to pensioners (current and deferred) is said to be mature.
- 1.3. The maturity level of all pension schemes does tend to increase with the passage of time as more members start drawing pension benefits. In the public sector, actions by central and local government may increase or decrease the rate of maturity and we are currently going through a period where the public sector is shrinking and this leads to LGPS funds maturing more rapidly.
- 1.4. There are also other factors which may impact on the rate of maturity such as auto enrolment, the effect of new Fair Deal guidance and the benefit changes from 1 April 2014.
- 1.5. The key issues associated with accelerated maturing of a pension fund are primarily the impact on net new money to the Fund (contribution income less benefits paid) and how this impacts on the investment strategy and the underlying amount of risk that then follows.
- 1.6. The purpose of this note therefore is to report on modelling the net new money and cashflow to and from the Fund under different scenarios and to assess when the cashflow position may then start to have an impact on investment strategy.

2. Background

- 2.1. Our starting point for the modelling is the initial results for the 2013 actuarial valuation of the Fund, using a discount rate of 6.1% per annum. The cashflows produced for these initial results also take into account the changes in benefit structure from 1 April 2014 for future service.
- 2.2. The key purpose of the valuation is to determine the required levels of employer contribution in future so that the assets will be sufficient to meet all expected future benefit payments from the Fund. In determining these required levels of contribution we consider the existing investment strategy and make assumptions about the expected rate of investment return from that strategy.
- 2.3. Being a funded scheme, the purpose of the assets is to meet future benefit payments. As long as net money in is greater than net money out, each month's contributions can be used to pay each month's benefits and the excess can be invested into non-cash assets.
- 2.4. Essentially assets are passed down from one generation to the next rather than assets being sold by the older generation to provide pensions and new assets purchased to meet the younger generation's future pensions.
- 2.5. Not only is this more efficient in terms of transaction costs of buying and selling assets but assuming the net cashflow remains positive, it is possible to take a longer term investment perspective as cashflow requirements do not cause the Fund to be a forced seller of investments.
- 2.6. However, this does not mean that the Fund will not be regularly selling some of their investments anyway. For example, the Fund's investment strategy is based on a certain asset allocation and, although cashflow can be directed towards keeping the allocation in line with the benchmark, sometimes assets may have to be sold to achieve this. Further, if the Fund invests in particular indices then the investment manager may automatically sell a stock or share if it drops out of the index.
- 2.7. Other disadvantages of being a forced seller are that it makes liquidity management harder and poor investment performance is harder to recover from.
- 2.8. The liquidity management issues are both in terms of cash management and portfolio management. For cash management, if you need to make a significant payment when you are net cashflow positive, you may be able to just store the surplus monies for a few months but this isn't possible when you are a net disinvestor. For portfolio management, if there are negative returns, the asset base will be diminished both by investment performance and cashflows so it needs to work harder to get back up to a comparable level.
- 2.9. Overall, a less mature Fund can adopt a less constrained investment strategy and invest in long term return seeking assets rather than have to worry about income generation whereas a mature Fund may be more concerned about reducing volatility and investing in income-generating assets.

- 2.10. On the basis that, in the long term, returns from risky assets are expected to be higher than from less risky assets, this means that an immature Fund with a less constrained investment strategy would be expected to be able to provide pensions for a lower cost than a mature Fund which has liquidity restrictions.

3. Projected Cashflows

3.1. The following table sets out the revenue accounts for the Fund for the 5 years to 31 March 2013.

Revenue Accounts	Year to	March 2013 £ (000)	March 2012 £ (000)	March 2011 £ (000)	March 2010 £ (000)	March 2009 £ (000)	AVERAGE £ (000)
EXPENDITURE	Retirement Pensions	127,078	117,060	103,597	98,306	87,836	106,775
	Retirement Lump Sums	28,187	37,467	36,601	26,593	21,390	30,048
	Death Benefits	3,714	3,588	3,328	2,721	2,708	3,212
	Leavers' Benefits	16,048	10,738	24,453	14,534	4,876	14,130
	Expenses	1,409	1,301	1,390	1,429	1,372	1,380
Total Expenditure (E)		176,436	170,154	169,369	143,583	118,182	155,545
INCOME	Employees' Ctbns	42,829	42,242	45,815	45,950	42,881	43,943
	Employers' Ctbns	127,132	134,907	131,003	129,230	115,384	127,531
	Transfer Values	11,535	10,197	16,570	16,378	10,070	12,950
Total Non Investment Income (I)		181,496	187,346	193,388	191,558	168,335	184,425
Net New Money for Investment (I - E)		5,060	17,192	24,019	47,975	50,153	28,880
Investment Income (D)		84,221	80,285	73,896	73,599	78,153	78,031
Cashflow (I - E + D)		89,281	97,477	97,915	121,574	128,306	106,911
Assets at End of Year		3,496,446	3,072,296	3,007,807	2,731,826	2,022,367	
Income Yield		2.6%	2.6%	2.6%	3.1%	3.5%	2.9%

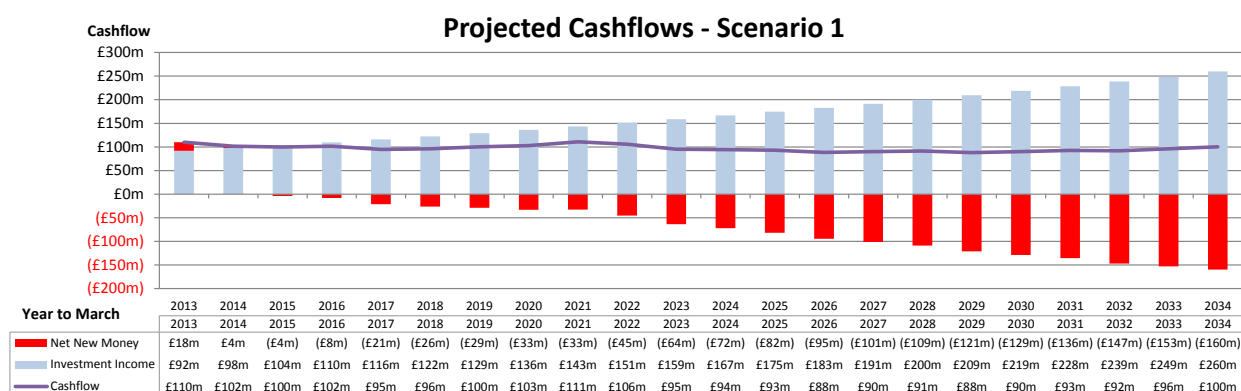
3.2. As we see contribution income (I) less benefit expenditure (E) averaged £28.9m per annum over the 5 years and cashflow averaged £106.9m per annum.

3.3. Using the 2013 valuation results, we have modelled future cashflows from April 2013 to determine if and when cashflow may turn negative.

3.4. Note that in the valuation we do not make any assumptions about early retirements as such retirements as assumed to be cost neutral due to additional "strain" contributions from the employer. Such retirements will therefore generate more benefit payments, particularly in the year of retirement due to the lump sum paid, but also generate more contribution income. For the purposes of these projections and given the difficulty of predicting such retirements, we have ignored such retirements in both the projections of benefits paid and additional employer contributions received.

Scenario 1 – Stable active membership

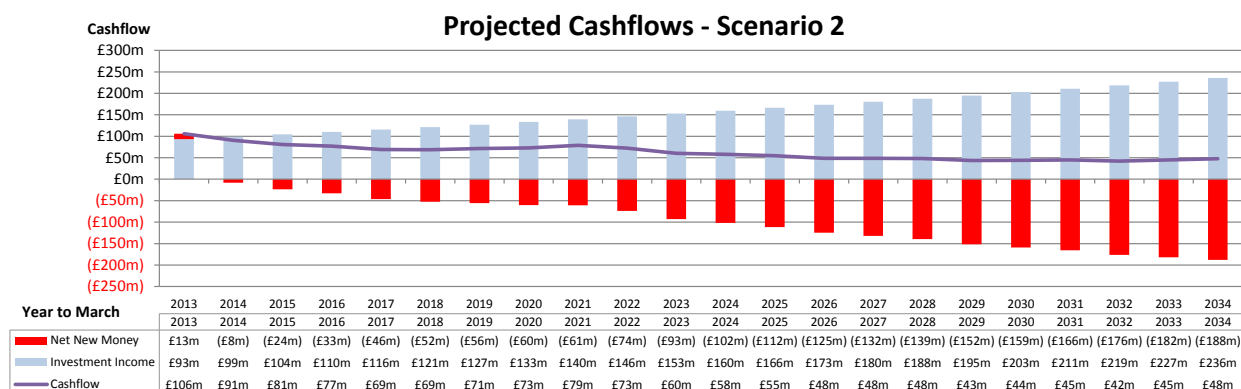
- 3.5. The following chart shows the projected net new money and cashflow for the next 20 years assuming the number of active members (in fact pensionable payroll in real terms) remains at the same level as at March 2013 - using the same assumptions as adopted for the initial results of the 2013 valuation. The additional assumption used is the income yield from investments which is assumed to be 2.6% per annum in line with the income yield for the year to 31 March 2013.
- 3.6. It also assumes that employer contributions will be re-assessed every 3 years, a deficit recovery period of 20 years and that the deficit recovery period will be “rolled over” rather than reduced to the balance of the 2013 recovery period.



- 3.7. As we see net new money is expected to turn negative in the year to March 2015 and remain negative thereafter. However cashflow still remains positive throughout the projection period as there is sufficient investment income to meet the net liability payment requirements.

Scenario 2 – 20% reduction in active membership

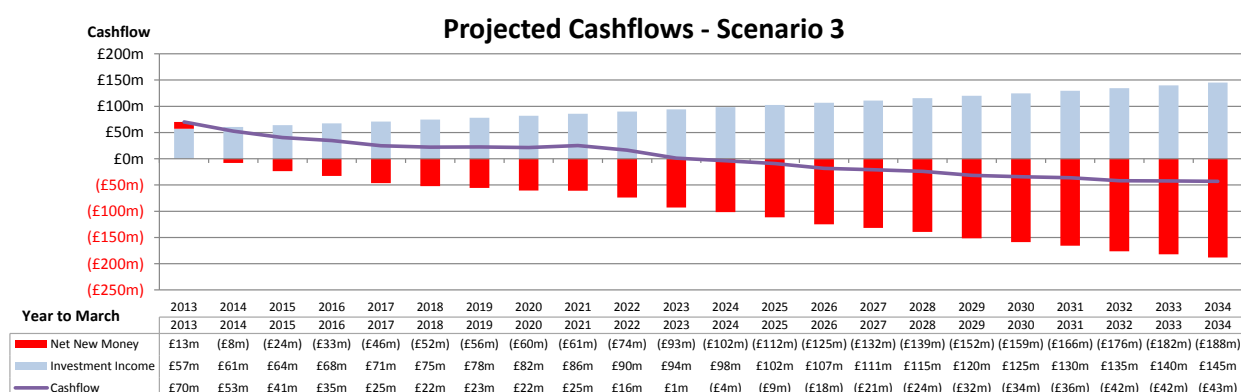
3.8. In scenario 2 we modify scenario 1 and assume that the pensionable payroll will reduce by 20% over the next 3 years. This projected cashflows are then as follows:



3.9. As we see whilst there is a sharper decline in new money and cashflow, the cashflow still remains positive throughout the projection period.

Scenario 3 – Scenario 2 plus 1% reduction in income yield

3.10. We now modify scenario 2 to include a reduction of 1% in income yield from 2.6% to 1.6% which results in the following:

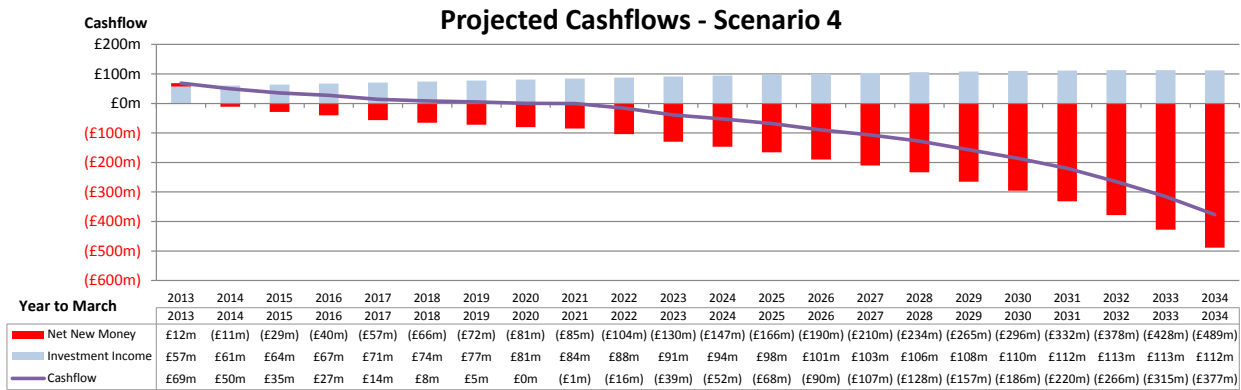


3.11. Under this scenario the cashflow eventually turns negative in 2024.

Scenario 4 – Scenario 3 plus CPI inflation 1% higher

3.12. We now modify scenario 3 and assume CPI inflation is 1% higher than assumed at the 2103 valuation.

This results in:



3.13. As we see this brings forward the cashflow turning negative year to 2021 but then there is an acceleration in the decrease in cashflow to quite significant levels.

4. Conclusions

- 4.1. In the year to 31 March 2013 the Fund paid out marginally less in benefits than it received in income from employers and employees who contribute to the Fund. However this net new money is expected to turn negative very shortly and remain so thereafter. However investment income is projected to be sufficient to meet the shortfall for the foreseeable future.
- 4.2. However a combination of further public sector cuts, member opt-outs or outsourcing which reduces the pensionable payroll could bring forward the date when the Fund has to use assets to meet benefit payments. However even a 20% reduction from current levels would mean this time is still well into the future.
- 4.3. More significantly, a reduction in payroll and a reduction in investment income yield of 1% in absolute terms (approximately a third in relative terms) would mean the Fund would have to start selling assets to meet benefit payments in 2024.
- 4.4. Finally if inflation was also 1% higher than currently assumed this would bring forward this date to 2021.
- 4.5. In conclusion therefore we anticipate that the Fund is close to or already in a position of having to use some of its investment income to meet benefit payments – which is the current position across the LGPS as a whole.
- 4.6. However it would take a combination of a reduction in payroll and investment yield and also higher inflation to result in the Fund having to sell assets to meet benefit payments in the medium term (in around 10 years' time).
- 4.7. The key risks that would bring forward the date of forced asset sales include;
 - A more significant reduction in income yield – companies reducing dividends and/or lower interest rates/bond yields.
 - Significant numbers of early retirements or ill health retirements resulting in more pensions in payment and lump sums payable.
 - A bigger reduction in the active membership and pensionable payroll due to high levels of redundancy or opt out or outsourcing where new staff do not join the LGPS.
 - Significant numbers of active members opting for the 50/50 option.

- 4.8. This Fund is slightly less mature than the average LGPS fund and so compared with the average fund the projected date of forced assets sales is still some way off.
- 4.9. However we suggest the position is kept under review as the position could change quite quickly.
- 4.10. We would be pleased to answer any questions arising from this report.



Graeme D Muir FFA
Partner

REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT**TRIENNIAL VALUATION – INITIAL RESULTS****Purpose of the Report**

1. To inform members of the final results of the triennial valuation of the Fund as at 31 March 2013.

Information and Advice

2. The Fund is required to obtain an actuarial valuation of the assets and liabilities of the Fund every three years in order to determine the contributions payable by each employer. The actuary issues a rates and adjustments certificate specifying the common rate of employer's contribution and any individual adjustments to take account of circumstances particular to each employer. These circumstances include the different membership profiles of each employer and the level of assessed deficit of liabilities over assets.
3. The rates and adjustments certificate covers the three years following the year in which the valuation is prepared. The latest triennial valuation of the Fund was required as at 31 March 2013 with rates being certified for years 2014/15 to 2016/17. The initial whole fund results were brought to the meeting of this Sub-Committee on 6 February 2014. The full valuation report from the Fund actuary is now available. This report is attached as an annexe and is also available on the Fund website. Employers within the Fund have been notified of the valuation outcome and the new rates and adjustments certificate.
4. In order to carry out the valuation, the actuaries were provided with detailed information about the membership of the fund and the investments. This information is used to estimate the cash flows in relation to each member. The actuaries have made assumptions over pay increases, inflation, life expectancy and the new scheme in order to come up with this estimate. Further assumptions are used (mainly in respect of expected investment returns) to determine a 'discount rate' which is then used to discount the cash flows to estimate the total of the Fund's liabilities.
5. The basic premise of the discount rate is that investment returns can help to cover liabilities in the future – if the Fund has £100 now and can expect investment returns of 5% pa then that £100 is sufficient to cover £105 of liabilities in 1 year's time. Hence the liability figure (in this example £105) is 'discounted' back to the present value (£100) using the assumed rate of investment return. The actuaries

therefore look at the asset allocation of the Fund and the expected long term returns of each asset class in deciding the appropriate discount rate. It is important to note that a higher discount rate produces a lower liability figure (and vice versa).

6. Under the LGPS governing regulations, the actuaries are required to have regard to the 'desirability of maintaining as nearly constant a common rate as possible'. However, they also have a professional duty to ensure the assumptions made at the valuation are reasonable. Increasingly, these assumptions will come under scrutiny from the Treasury and potentially the Pensions Regulator.
7. The agreed financial assumptions used in the latest valuation are shown below along with comparisons from the previous valuation.

Financial Assumptions	31/03/13	31/03/10
Central Discount Rate	6.0%	6.9%
Pay Increases: Long term	4.5%	5.0%
Short term	2.7%	for those over £21k 0.0%
Retail Price Inflation	3.5%	3.5%
Pension Increases (CPI)	2.7%	3.0%

8. As can be seen, the discount rate has reduced thus increasing liabilities, although the increase is mitigated slightly by assumptions over pay and pension increases. The results for the Fund show liabilities of £4,090 million compared to assets of £3,470 million, giving a funding level of 85%. This is up slightly from 84% at 2010, mainly owing to the investment performance over the period (8.0% pa against the assumed rate of 6.9%). This gives an average future service cost contribution rate of 13.1% of pensionable pay and an average deficit recovery rate (over 20 years) of 5.7%.
9. The contributions determined at this valuation payable by each employer are set out in Appendix 4 of the actuary's report. These are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers. Future service contributions are certified as a percentage of payroll. For the majority of employers, deficit recovery contributions have been certified as a monetary amount, payable each year in addition to the future service rate. This is to ensure that deficit contributions are made at the required level regardless of any reductions in payroll. The certified contributions are the minimum that each employer is required to pay.
10. Section 6 of the actuary's report sets out a number of risks and uncertainties regarding the valuation. The major risk is over the projected cash flows of the Fund and further information on this is covered in a separate report. Employer covenant risk (ie the risk that employers may not be able to pay the required contributions) is also identified. Additional work will be carried out to analyse each employer's strength and employers will be monitored to mitigate this risk as far as possible.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

1) That the report be noted.

Report Author:

Simon Cunnington

Senior Accountant – Pensions & Treasury Management

For any enquiries about this report please contact: Simon Cunnington

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Barnett Waddingham



Nottinghamshire County Council Pension Fund

Actuarial Valuation as at 31 March 2013

Valuation Report

Barnett Waddingham LLP

28 March 2014

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1. Introduction and Summary

Purpose of the Valuation

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

Results of the Valuation

- 1.5. The results of the valuation are that the past service funding level of the Fund as a whole has increased from 84% to 85% between 31 March 2010 and 31 March 2013, largely due to better than anticipated performance of the assets held by the Fund over the period, offset by the change in assumptions underlying the present value of liabilities, reflecting changes in market conditions.
- 1.6. At the same time, the contribution rate for the average employer, including payments to target full funding, has increased from 18.0% to 18.8% of pensionable salaries, although the cost of providing benefits has decreased slightly, falling payrolls mean that it takes a higher percentage of payroll to fund the, now larger, deficit.
- 1.7. We would be pleased to discuss any aspect of this report in more detail.



Graeme D Muir FFA



Alison Hamilton FFA

2. Valuation Data

Data Sources

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

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

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

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

Assets

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

Asset Allocation of the Fund	31 March 2013	
	£000's	%
UK Equities	1,211,834	35%
Overseas Equities	1,231,916	35%
UK Gilts	168,897	5%
Corporate Bonds	165,731	5%
Overseas Bonds	69,666	2%
Property	410,030	12%
Other Assets	151,771	4%
Cash	86,601	2%
Total	3,496,446	100%

2.5. We estimate that the return on the assets in market value terms for the three years to 31 March 2013 was approximately 8.0% per annum.

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

Benefits

- 2.7. The valuation has been carried out in accordance with Regulation 36 of The Local Government Pension Scheme (Administration) Regulations 2008 ("the Regulations") as amended.
- 2.8. However from 1 April 2014, The Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 will come into effect and replace the current regulations.
- 2.9. The benefits for service from 1 April 2014 will be based on the Local Government Pension Scheme Regulations 2013. The main changes are to move from a final salary pension scheme based on 60ths accrual and a retirement age of 65 to a career average revalued earnings pension scheme based on 49ths accrual and a retirement age equal to State Pension Age.
- 2.10. The Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 serve the dual purpose of retaining the previous benefit structure for service up to 31 March 2014 and introducing new protections for members close to retirement to ensure that they are not disadvantaged by the benefit changes.
- 2.11. The benefits underlying the valuation are summarised in Appendix 6.
- 2.12. We have made no allowance for discretionary benefits awarded throughout the LGPS. Where employers grant discretionary benefits we would expect them to fund the capital value of those benefits at that point.

3. Actuarial Methods and Assumptions

General Valuation Approach

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

Multiple Calculations

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

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

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

3.11. The amounts that the employer then pays are a combination of the future service cost described above and any adjustments for the past service surplus or deficit. For most employers, if there is a deficit, this adjustment will be specified as additional lump sum cash amounts to be paid in future.

Funding Strategy

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

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

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

4. Valuation Assumptions

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

4.2. The principal assumptions are:

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

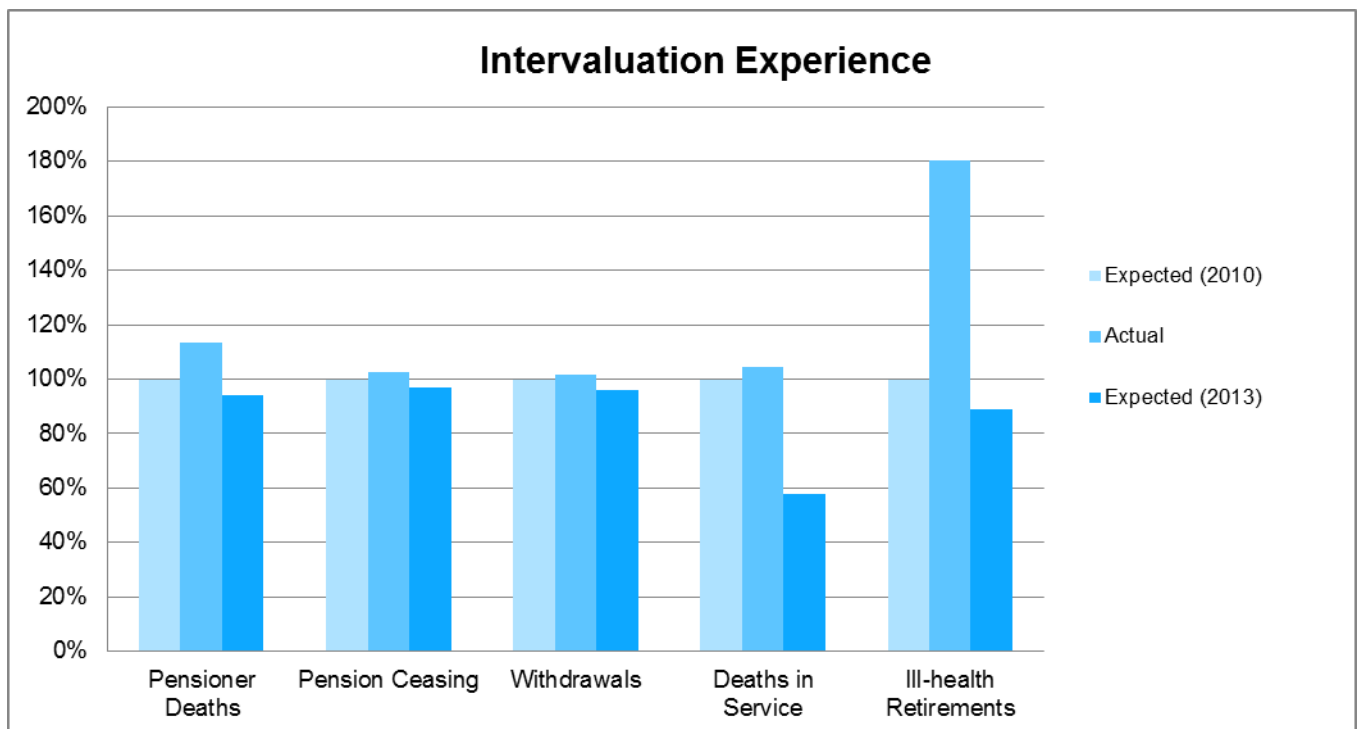
4.3. The assumptions used for this valuation are based on the expected long-term cost of providing the benefits and we believe that these are suitable for setting the contribution amounts from employers. If an employer leaves the Fund, a different set of assumptions may apply to allow for the crystallisation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

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

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

Intervaluation Experience		
	Actual	Expected
Investment Return	8.0% pa	6.9% pa
Pay Increases*	1.8% pa	5.0% pa
Pension Increases	3.5% pa	3.0% pa
* includes short term overlay		

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



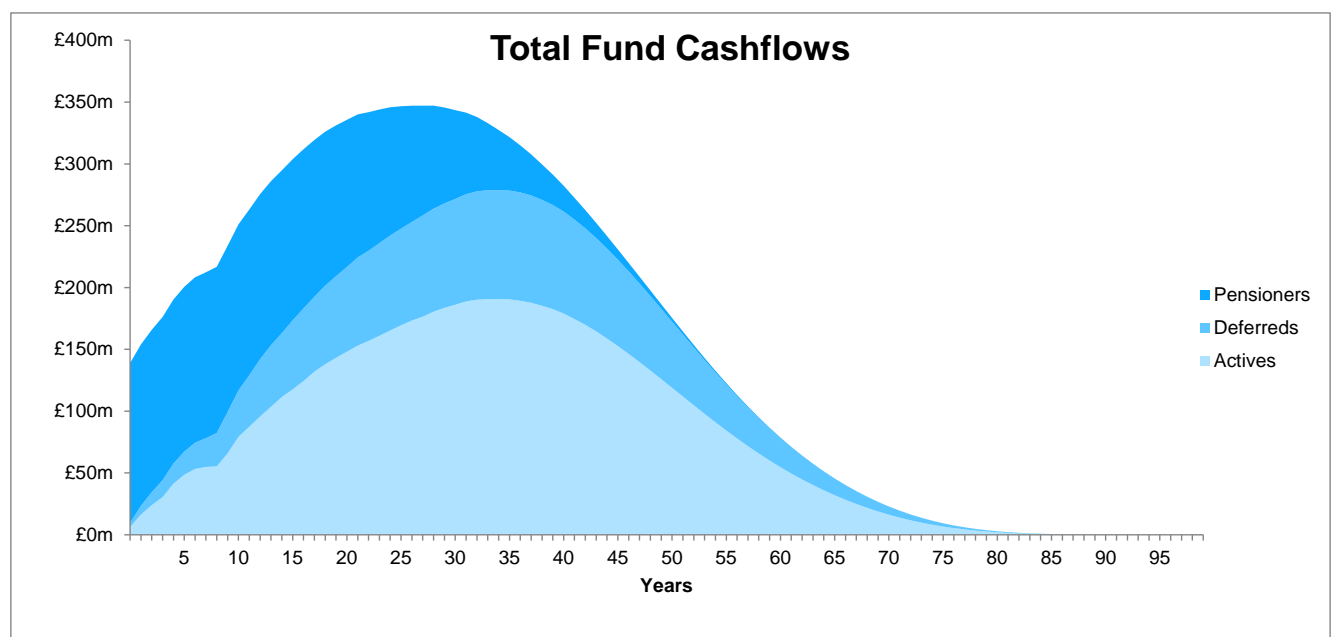
5. Valuation Results

Previous Valuation

- 5.1. The last formal actuarial valuation of the Fund was carried out as at 31 March 2010 by Barnett Waddingham LLP and the results of that valuation were set out in the formal valuation report dated March 2011.
- 5.2. The results of the previous valuation indicated that the assets of the Fund represented 84% of the accrued liabilities of the Fund. The average employer contribution was calculated to be 18.0% of payroll which assumed that the past service funding level would be restored over a period of 20 years.

Projected Cashflows

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



Past Service Funding Position and Contribution Rates

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

- The past service funding position
- The required average ongoing employer contribution rate for future service benefits
- The total employer contribution rate required to restore the funding position to 100% over the agreed 20 year period following the valuation date.

Past Service Funding Position		31 March 2013
		£000's
Asset Value		3,469,935
Past Service Liabilities		
	Active Members	1,527,343
	Deferred Members	701,069
	Pensioner Members	1,861,461
Total		4,089,873
Surplus/(Deficit)		(619,938)
Funding Level		85%
Employer Contribution Rates		% of pensionable pay
Future Service Cost		13.1%
Deficit Recovery over 20 years		5.7%
Total		18.8%

5.5. As we see, the funding level was 85% and the average required employer contribution to restore the funding position to 100% over the next 20 years is 18.8% of pensionable pay.

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

Sensitivity Analysis

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

Assumption Change	Effect on Deficit
Decreasing the discount rate by 0.5% per annum	Increased by £355m
Increasing the CPI assumption by 0.5% per annum	Increased by £299m
Increasing the long-term rate of salary increase by 0.5% per annum	Increased by £43m
Increasing the long-term rate of improvement used in the mortality projection from 1.5% to 1.75% per annum	Increased by £36m

Projected Future Results

- 5.9. The progression of the funding level over time is influenced by a large number of factors including any changes in membership, the investment return achieved and the contributions paid.
- 5.10. We estimate that 3 years after the valuation date (i.e. at the next valuation) the funding position on the same basis will be 87%. This allows for contributions to be paid as certified and assumes that investment returns and other experience over the next 3 years are in line with the assumptions described above.

Neutral Estimate

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

5.13. We would consider a neutral discount rate to be 6.6% per annum rather than 6.0% per annum. The higher discount rate results from removing some prudence from the equity return assumption and the expense allowance. As a consequence we expect that the future returns from the Fund's investment strategy will be higher than the valuation discount rate and so we believe that the contributions set for this valuation are more likely to be sufficient to meet the cost of providing the benefits than not.

Valuation Reconciliation

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

Change in Past Service Position		
	£(000)	£(000)
Surplus/(Deficit) at 31 March 2010		(520,544)
Benefits Accrued	(399,602)	
Early Retirements	(25,114)	
Contributions Paid	523,928	
Deficit Funded (Use of Surplus)	99,212	
Interest Cost	(102,271)	
Asset Gain/(Loss)	196,833	
Change in Market Conditions	(320,092)	
Financial Gain/(Loss)	(225,530)	
Salary Increases	149,076	
Pension Increases	(30,360)	
Membership Movements	(26,624)	
Experience	92,092	
Change in Assumptions	(65,168)	
Surplus/(Deficit) at 31 March 2013		(619,938)

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

6. Risk and Uncertainty

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

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

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

Appendix 1 Valuation Data

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

Active Members			Actual Pensionable Pay		Average		This Valuation	
	Number		£ (000)		£		Average Age	Average Retirement Age
	2013	2010	2013	2010	2013	2010		
Males	10,847	11,809	239,530	269,031	22,083	22,782	46	63
Females	27,059	28,545	388,226	417,535	14,347	14,627	45	63
Total	37,906	40,354	627,756	686,566	16,561	17,014	45	63
Pensioners			Annual Pensions		Average		This Valuation	
	Number		£ (000)		£		Average Age	Average Retirement Age
	2013	2010	2013	2010	2013	2010		
Males	10,417	9,096	71,816	56,686	6,894	6,232	70	n/a
Females	15,269	12,348	48,760	34,906	3,193	2,827	69	n/a
Dependants	3,755	3,750	9,202	8,493	2,451	2,265	74	n/a
Total	29,441	25,194	129,778	100,084	4,408	3,973	70	n/a
Deferred Pensioners			Annual Pensions		Average		This Valuation	
(including "undecideds")	Number		£ (000)		£		Average Age	Average Retirement Age
	2,013	2,010	2,013	2,010	2,013	2,010		
Males	12,521	10,719	20,368	16,416	1,627	1,532	45	62
Females	34,373	28,235	30,598	22,129	890	784	45	63
Total	46,894	38,954	50,966	38,546	1,087	990	45	63

Notes

- A1.2. The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.
- A1.3. Annual pensions are funded items only and include pension increases up to and including the 2013 Pension Increase Order.
- A1.4. Pensionable pay is actual earnings.

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

Revenue Accounts	Year to	March 2013	March 2012	March 2011	TOTAL
		£ (000)	£ (000)	£ (000)	£ (000)
Expenditure	Retirement Pensions	127,078	117,060	103,597	347,735
	Retirement Lump Sums	28,187	37,467	36,601	102,255
	Death Benefits	3,714	3,588	3,328	10,630
	Leavers Benefits	16,048	10,738	24,453	51,239
	Expenses	1,409	1,301	1,390	4,100
	Other Expenditure	-	-	-	-
Total Outgo		176,436	170,154	169,369	515,959
Income	Employees Ctbns	42,829	42,242	45,815	130,886
	Employers Ctbns	127,132	134,907	131,003	393,042
	Transfer Values	11,535	10,197	16,570	38,302
	Other Income	-	-	-	-
Investment Income		84,221	80,285	73,896	238,402
Total Income		265,717	267,631	267,284	800,632
New Money for Investment		5,060	17,192	24,019	46,271
Fund Value		-	-	-	-
Assets at Start of Year		3,072,296	3,007,807	2,731,826	2,731,826
Cashflow		89,281	97,477	97,915	284,673
Change in Value		334,869	(32,988)	178,066	479,947
Assets at End of Year		3,496,446	3,072,296	3,007,807	3,496,446
Annual Returns		-	-	-	-
Approx Rate of Return (per annum)		13.6%	1.6%	9.2%	8.0%

Appendix 2 Actuarial Assumptions

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

Future Assumed Returns at 2013	% p.a.	Risk Adjusted Discount Rate Weighting
Equities	6.7%	74%
Gilts	3.3%	7%
Cash	3.1%	2%
Corporate Bonds	3.9%	5%
Property	5.8%	12%
Expense Allowance	0.1%	

Financial Assumptions	2013	2010
Discount Rate	6.0% per annum	6.9% per annum
Retail Price Inflation (RPI)	3.5% per annum	3.5% per annum
Consumer Price Inflation (CPI)	2.7% per annum	3.0% per annum
Pension and Deferred Pension Increases	3.5% per annum	3.0% per annum
Short Term Pay Increases	In line with the CPI assumption for the 2 years to 31 March	Pay freeze for those earning over £21k for the 2 years to 31
Long Term Pay Increases	4.5% per annum	5.0% per annum

Statistical Assumptions	2013	2010
Post Retirement Mortality		
Current Mortality	110% of the S1PA tables for males and the S1PA tables for females	90% of the S1PA Heavy tables
Mortality Projection	2012 CMI Model with a long term rate of improvement of 1.5% per annum	CMI Medium Cohort with a 1% per annum underpin
	Each member retires at their weighted average "tranche retirement age", i.e. for each tranche of benefit, the earliest age they could retire with unreduced benefits	For each tranche of benefit, active members retire 1 year later than entitled to retire and receive unreduced benefits. Deferred members retire at the earliest age they can receive unreduced benefits
Retirement Ages		
	If the member is over this retirement age, then it is assumed they will retire at their oldest tranche retirement age. If over the oldest tranche retirement age, the member is assumed to have a 1/3 chance of retiring in each of the next 3 years, and it is assumed all members will be retired by age 75.	Active and deferred members over these respective ages are assumed to retire immediately

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

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

Appendix 3 Employer Data as at 31 March 2013

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
1	Bassetlaw District Council	356	7,176	47	445	657	46	656	3,170	72
2	Mansfield District Council	701	13,602	47	823	1,260	45	952	4,622	71
3	Newark & Sherwood District Council	408	8,711	45	513	903	45	542	2,977	70
4	Ashfield District Council	427	8,872	46	426	829	46	649	3,673	71
5	Broxtowe Borough Council	606	10,578	45	748	881	42	621	2,952	71
6	Gedling Borough Council	455	8,073	45	449	592	44	502	2,304	72
7	Rushcliffe Borough Council	251	6,117	46	520	786	46	420	2,373	72
8	Nottingham City Council	7,531	131,650	45	10,996	11,889	45	5,808	26,707	69
10	Selston Parish Council	0	0	0	2	see note (1)	see note (1)	3	see note (1)	see note (1)
11	Ruddington Parish Council	3	see note (1)	see note (1)	5	see note (1)	see note (1)	1	see note (1)	see note (1)
12	Nuthall Parish Council	4	see note (1)	see note (1)	3	see note (1)	see note (1)	1	see note (1)	see note (1)
13	Balderton Parish Council	4	see note (1)	see note (1)	2	see note (1)	see note (1)	1	see note (1)	see note (1)
15	Notts CC - County Share 70.7%	0	0	0	3,905	2,711	53	6,211	21,000	see note (1)
16	Nottinghamshire Probation Board	471	11,430	45	445	584	45	374	2,539	69
17	Cotgrave Town Council	3	see note (1)	see note (1)	4	see note (1)	see note (1)	2	see note (1)	see note (1)
18	Trent Valley Internal Drainage Board	13	298	45	5	see note (1)	see note (1)	22	120	78
19	Nottinghamshire Magistrates Court Committee	0	0	0	169	570	50	155	821	see note (1)
20	Rural Community Action Nottinghamshire	15	286	48	31	44	44	12	24	67
21	Valuation Tribunal Service	0	0	0	11	45	45	3	see note (1)	see note (1)
22	Nottinghamshire Deaf Society	3	see note (1)	see note (1)	6	17	52	4	see note (1)	see note (1)
23	Nottinghamshire Age Concern	0	0	0	0	0	0	1	see note (1)	see note (1)
24	Stonham Housing Association	0	0	0	0	0	0	1	see note (1)	see note (1)
27	East Midlands Airport Joint Committee	0	0	0	15	22	59	26	90	see note (1)

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
29	East Midlands Regional Exams Board	0	0	0	12	13	54	10	79	see note (1)
32	East Midlands Arts Board	0	0	0	39	80	50	8	35	see note (1)
34	Bramcote Crematorium Joint Committee	8	142	46	9	11	47	10	52	72
35	Clasp Post 1/1/89	0	0	0	1	see note (1)	see note (1)	8	72	see note (1)
40	Harworth & Bircotes Parish Council	2	see note (1)	see note (1)	1	see note (1)	see note (1)	1	see note (1)	see note (1)
41	Faith in Families	29	719	46	16	51	48	20	100	71
42	Greasley Parish Council	5	see note (1)	see note (1)	7	19	50	3	see note (1)	see note (1)
43	Laneham Internal Drainage Board	0	0	0	1	see note (1)	see note (1)	3	see note (1)	see note (1)
44	Bingham Town Council	5	see note (1)	see note (1)	1	see note (1)	see note (1)	2	see note (1)	see note (1)
45	Southwell Leisure Centre	27	272	40	50	19	35	2	see note (1)	68
47	Blidworth Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0
48	Nottingham Citizens Advice Bureau	20	331	43	11	17	38	4	see note (1)	73
50	Mind (Central Nottinghamshire Health)	0	0	0	0	0	0	2	see note (1)	see note (1)
51	Newark Town Council	21	315	54	33	52	48	24	88	68
52	Nottingham Trent Students Union	25	581	43	30	56	45	22	77	66
53	East Midlands Area Museum Service	0	0	0	2	see note (1)	see note (1)	6	53	see note (1)
54	East Midlands Further Education Council	34	907	47	25	43	43	21	85	73
56	Calverton Parish Council	2	see note (1)	see note (1)	2	see note (1)	see note (1)	1	see note (1)	see note (1)
59	Abbey and Kilton Boys Club	0	0	0	0	0	0	1	see note (1)	see note (1)
60	Russell Youth Club	0	0	0	0	0	0	1	see note (1)	see note (1)
62	Monty Hind Boys Club	0	0	0	0	0	0	1	see note (1)	see note (1)
63	Hyson Green Boy Club	0	0	0	1	see note (1)	see note (1)	0	0	0
64	Nottinghamshire County Scout Association	1	see note (1)	see note (1)	1	see note (1)	see note (1)	2	see note (1)	see note (1)
67	Newark Youth Enterprise Organisation	0	0	0	1	see note (1)	see note (1)	0	0	0
68	Southwell Town Council	5	see note (1)	see note (1)	2	see note (1)	see note (1)	1	see note (1)	see note (1)

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
69	Mansfield Citizens Advice Bureau	11	258	47	4	see note (1)	see note (1)	3	see note (1)	72
70	Nottingham Information Technology Centre	0	0	0	0	0	0	3	see note (1)	see note (1)
71	Mansfield Information Technology Centre	0	0	0	1	see note (1)	see note (1)	1	see note (1)	see note (1)
72	East Midlands Airport (Post 1987)	0	0	0	118	349	53	176	1,023	see note (1)
73	Nottingham City Transport Ltd	101	2,042	58	63	253	55	777	4,740	71
74	Nottingham & District Racial Equality Council	0	0	0	10	24	47	0	0	0
75	Stapleford Town Council	3	see note (1)	see note (1)	0	0	0	2	see note (1)	see note (1)
76	NORSAC	206	3,735	45	203	280	46	57	152	64
77	T-Poly Pre 1-4-89	0	0	0	49	63	56	100	312	see note (1)
78	The Nottingham Trent University	1,617	37,143	43	2,105	2,670	42	805	3,908	69
80	Nottingham Development Enterprise	0	0	0	9	23	50	3	see note (1)	see note (1)
81	Keyworth Parish Council	0	0	0	0	0	0	2	see note (1)	see note (1)
83	Hist Pens-Pre 1-4-74	0	0	0	0	0	0	141	548	see note (1)
84	Groundwork Greater Nottingham	4	see note (1)	see note (1)	24	40	47	4	see note (1)	see note (1)
85	Southwell Council for Family Care	17	451	52	7	5	48	5	see note (1)	66
86	Bestwood Advice Centre	2	see note (1)	see note (1)	5	see note (1)	see note (1)	0	0	0
87	Citizens Advice Broxtowe	5	see note (1)	see note (1)	14	8	46	5	see note (1)	see note (1)
88	Creswell Groundwork Trust	0	0	0	2	see note (1)	see note (1)	0	0	0
89	P.C.F.C. Pre-1/4/89	0	0	0	0	0	0	0	0	0
90	Meadows Advice Group	1	see note (1)	see note (1)	2	see note (1)	see note (1)	0	0	0
91	Arnold & Carlton College	0	0	0	12	15	52	19	43	see note (1)
92	Basford Hall College	0	0	0	15	24	51	21	54	see note (1)
93	Broxtowe College	0	0	0	162	111	47	46	149	see note (1)
94	Clarendon College	0	0	0	23	18	47	8	25	see note (1)
95	Newark & Sherwood College	0	0	0	75	85	48	48	132	see note (1)

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
96	North Nottinghamshire College of Further Education	203	3,849	45	267	236	46	85	227	65
97	Peoples College of Tertiary Education	0	0	0	96	140	45	33	111	see note (1)
98	South Nottingham College of Further Education	470	8,603	44	273	329	45	89	273	67
99	West Nottinghamshire College of Further Education	424	7,321	43	401	466	43	110	384	66
100	Brackenhurst College	0	0	0	22	17	46	9	17	see note (1)
101	Bilborough College	62	923	47	44	25	45	14	75	66
102	High Pavement College	0	0	0	5	see note (1)	see note (1)	3	see note (1)	see note (1)
103	Ollerton & District Citizens Advice Bureau	12	209	55	4	see note (1)	see note (1)	3	see note (1)	68
104	Ashfield Citizens Advice Bureau	3	see note (1)	see note (1)	8	18	49	2	see note (1)	see note (1)
105	Hint	0	0	0	7	11	52	1	see note (1)	see note (1)
106	Wastenotts (Reclamation) Ltd	0	0	0	1	see note (1)	see note (1)	3	see note (1)	see note (1)
107	Greenfields Centre Limited	2	see note (1)	see note (1)	0	0	0	0	0	0
108	Groundwork Ashfield & Mansfield	0	0	0	25	57	49	4	see note (1)	see note (1)
109	Clifton Advice Centre	3	see note (1)	see note (1)	1	see note (1)	see note (1)	0	0	0
110	Ravensdale Middle School	0	0	0	1	see note (1)	see note (1)	1	see note (1)	see note (1)
111	Greenwood Dale Grant Maintained School	0	0	0	3	see note (1)	see note (1)	2	see note (1)	see note (1)
112	George Spencer Grant Maintained School	0	0	0	2	see note (1)	see note (1)	3	see note (1)	see note (1)
113	Radcliffe on Trent Parish Council	5	see note (1)	see note (1)	3	see note (1)	see note (1)	7	8	see note (1)
114	Notts Police Authority	0	0	0	837	2,036	42	624	3,133	see note (1)
115	Ravenshead Parish Council	2	see note (1)	see note (1)	0	0	0	0	0	0
116	Trowell Parish Council	2	see note (1)	see note (1)	1	see note (1)	see note (1)	2	see note (1)	see note (1)
117	Edwinstowe Parish Council	3	see note (1)	see note (1)	2	see note (1)	see note (1)	2	see note (1)	see note (1)
118	Foxwood Grant Maintained School	0	0	0	1	see note (1)	see note (1)	1	see note (1)	see note (1)
119	Bestwood Community School	0	0	0	1	see note (1)	see note (1)	1	see note (1)	see note (1)
120	Wastenotts Ltd	0	0	0	7	18	49	10	36	see note (1)

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
122	Guideline Careers Service Ltd	0	0	0	22	50	49	18	92	see note (1)
123	Technical Aid for Nottinghamshire Communities	0	0	0	7	28	47	0	0	0
124	Pearson Centre for Young People	1	see note (1)	see note (1)	0	0	0	0	0	0
125	The Trinity School	0	0	0	2	see note (1)	see note (1)	1	see note (1)	see note (1)
126	Eastwood Voluntary Bureau	0	0	0	3	see note (1)	see note (1)	3	see note (1)	see note (1)
127	Tollerton Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0
128	Voluntary Organisation Skill Exchange	0	0	0	1	see note (1)	see note (1)	0	0	0
129	Colwick Parish Council	0	0	0	2	see note (1)	see note (1)	1	see note (1)	see note (1)
130	Nottinghamshire Combined Fire Authority	161	4,293	46	108	214	45	69	390	65
131	Nottingham Independent Venture	0	0	0	5	see note (1)	see note (1)	0	0	0
132	Mansfield and District Crematorium Joint Committee	11	190	49	4	see note (1)	see note (1)	2	see note (1)	66
133	City of Nottingham Scout District	0	0	0	0	0	0	1	see note (1)	see note (1)
134	Mansfield Society for Deaf People	0	0	0	0	0	0	1	see note (1)	see note (1)
135	Ashfield Women's Centre	0	0	0	6	8	52	1	see note (1)	see note (1)
136	N.E.C.T.A. Ltd	0	0	0	19	17	44	6	19	see note (1)
137	Ollerton & Boughton Town Council	9	150	58	2	see note (1)	see note (1)	6	6	67
138	New College Nottingham Corporation	392	7,886	45	554	773	44	170	658	64
139	Warsop Parish Council	1	see note (1)	see note (1)	1	see note (1)	see note (1)	1	see note (1)	see note (1)
140	East Midlands Screen Commission	0	0	0	1	see note (1)	see note (1)	0	0	0
141	The Partnership Council	2	see note (1)	see note (1)	6	11	43	1	see note (1)	see note (1)
142	Mansfield Road Baptist Housing	3	see note (1)	see note (1)	2	see note (1)	see note (1)	1	see note (1)	see note (1)
143	The Kirkby Trust	10	149	45	8	18	45	0	0	0
144	Disabilities Living Centre	2	see note (1)	see note (1)	7	9	53	4	see note (1)	see note (1)
145	Renewal Trust	6	172	49	4	see note (1)	see note (1)	3	see note (1)	58
146	Meden Valley Partnership	0	0	0	1	see note (1)	see note (1)	0	0	0
147	Lowdham Parish Council	0	0	0	0	0	0	1	see note (1)	see note (1)

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
148	Broxtowe Partnership Trust Ltd	0	0	0	6	4	44	0	0	0
149	First Data (Training) Ltd	0	0	0	6	9	47	2	see note (1)	see note (1)
150	Nottingham Ice Centre Limited	5	see note (1)	see note (1)	5	see note (1)	see note (1)	1	see note (1)	see note (1)
151	Newark Emmaus Trust Limited	9	244	52	9	16	48	1	see note (1)	61
152	Experience Nottinghamshire Limited	2	see note (1)	see note (1)	19	43	40	2	see note (1)	see note (1)
153	Intermedia Film and Video	0	0	0	1	see note (1)	see note (1)	1	see note (1)	see note (1)
154	North Muskham Parish Council	0	0	0	3	see note (1)	see note (1)	0	0	0
155	Nottinghamshire Association of Local Councils	2	see note (1)	see note (1)	1	see note (1)	see note (1)	0	0	0
156	National College For Leadership	0	0	0	311	908	42	52	1,080	see note (1)
157	Upton Parish Council	0	0	0	1	see note (1)	see note (1)	0	0	0
158	Institute of Cemetery & Crematorium	7	245	47	2	see note (1)	see note (1)	0	0	0
159	City Arts	0	0	0	3	see note (1)	see note (1)	0	0	0
160	Meadows Partnership Trust	0	0	0	6	2	41	2	see note (1)	see note (1)
161	Bassetlaw Citizens Advice Bureau	5	see note (1)	see note (1)	6	5	48	2	see note (1)	see note (1)
162	Beeston Citizens Advice Bureau	0	0	0	1	see note (1)	see note (1)	0	0	0
163	Farndon Parish Council	1	see note (1)	see note (1)	0	0	0	1	see note (1)	see note (1)
166	Jesse Boot Sports Trust Ltd	0	0	0	0	0	0	1	see note (1)	see note (1)
167	Eastwood Town Council	0	0	0	1	see note (1)	see note (1)	0	0	0
168	Castle Cavendish Foundation	0	0	0	20	64	43	10	36	see note (1)
169	Carers Federation Nottingham & Nottinghamshire Limited	67	1,469	44	127	141	44	20	21	64
170	EM Media Company Ltd	0	0	0	11	53	46	0	0	0
171	Sports & Leisure Management Limited	22	261	49	23	32	44	21	41	61
172	Ashfield Homes Ltd	147	3,458	42	122	317	41	43	304	65
173	Greater Nottingham Partnership	0	0	0	18	45	40	4	see note (1)	see note (1)
174	Nottingham & Nottinghamshire Futures Limited	203	4,854	45	149	402	42	66	550	63
175	UPP Residential Services Ltd	23	328	53	16	29	53	17	45	65
176	Aslockton Parish Council	0	0	0	2	see note (1)	see note (1)	0	0	0

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
177	Rushcliffe Homes Ltd	0	0	0	7	19	53	14	42	see note (1)
178	Bulwell Vision Ltd	0	0	0	10	13	51	0	0	0
179	Nottingham Regeneration Ltd.	4	see note (1)	see note (1)	2	see note (1)	see note (1)	3	see note (1)	see note (1)
180	MLA East Midlands	0	0	0	14	43	46	5	see note (1)	see note (1)
181	Djanogly City Academy Nottingham	104	1,799	44	113	82	41	11	27	67
182	Pro Vision Catering & Facilities	0	0	0	1	see note (1)	see note (1)	0	0	0
183	Child Migrants Trust	1	see note (1)	see note (1)	0	0	0	0	0	0
184	A1 Housing Bassetlaw Ltd	174	3,917	46	95	243	43	78	355	65
185	Newark and Sherwood Homes Ltd	113	2,512	47	98	261	44	39	194	65
186	Enviroenergy Ltd	31	842	49	7	18	49	6	7	65
187	Meden Valley Making Places Ltd	0	0	0	7	25	50	1	see note (1)	see note (1)
188	Regeneration East Midlands	0	0	0	16	42	42	1	see note (1)	see note (1)
189	Bestwood Partnership Forum	3	see note (1)	see note (1)	4	see note (1)	see note (1)	0	0	0
190	Nottingham City Homes	828	21,686	45	460	1,390	42	266	1,997	64
191	Rainworth Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0
192	Scape System Build Ltd	14	610	45	0	0	0	1	see note (1)	61
193	Castle College Nottingham	0	0	0	261	332	44	54	181	see note (1)
194	Metropolitan Housing Trust	27	676	51	10	54	54	15	89	64
195	Langar Cum Barnstone Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0
196	Centre for Contemporary Arts	1	see note (1)	see note (1)	1	see note (1)	see note (1)	0	0	0
197	Guideline Career Services Ltd	0	0	0	6	11	43	7	55	see note (1)
198	Samworth Church Academy	57	1,006	42	21	16	43	8	26	63
199	Gedling Homes	68	1,454	47	9	14	38	24	74	65
200	Bulwell Academy	80	1,516	43	40	25	42	5	see note (1)	58
202	Nottingham University Samworth Academy	55	1,034	43	9	1	45	6	20	67
207	Fernwood Parish Council	0	0	0	0	0	0	1	see note (1)	see note (1)
217	Cropwell Bishop Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
219	Nottingham Academy	185	3,671	44	64	53	43	8	50	65
220	Carillion Services Limited	6	56	48	2	see note (1)	see note (1)	2	see note (1)	64
221	Barnsley Premier Leisure Ltd	80	647	38	32	11	40	2	see note (1)	64
222	Capita IT Services (BSF) Limited	3	see note (1)	see note (1)	0	0	0	0	0	0
223	Mellors Catering Service Ltd	1	see note (1)	see note (1)	3	see note (1)	see note (1)	1	see note (1)	see note (1)
224	Mercury Cleaning Solutions Limited	2	see note (1)	see note (1)	0	0	0	0	0	0
225	Southern Electric Contracting Limited	9	216	44	1	see note (1)	see note (1)	0	0	0
226	Nottinghamshire Fire & Rescue Service (Trading) Limited	10	204	43	0	0	0	1	see note (1)	66
227	Barnby Road Trust	28	274	43	5	see note (1)	see note (1)	0	0	0
229	George Spencer Academy	67	1,051	45	6	6	36	1	see note (1)	64
230	Redhill Academy	58	896	44	23	12	39	3	see note (1)	62
231	United Response	2	see note (1)	see note (1)	2	see note (1)	see note (1)	0	0	0
232	Carlton Le Willows	44	586	45	8	6	39	0	0	0
233	Fernwood Academy Trust	44	562	47	26	12	43	2	see note (1)	60
234	West Bridgford Academy	63	907	46	15	7	41	7	24	63
235	Toot Hill School	71	988	46	6	3	36	1	see note (1)	65
236	National CE Academy Trust	58	741	47	6	5	36	3	see note (1)	62
237	Manor Academy Trust	62	984	45	14	24	40	0	0	0
238	Diverse Academies Trust - Tuxford Academy	83	974	49	12	13	45	2	see note (1)	66
239	South Nottingham College Academy Trust	36	531	46	7	10	43	0	0	0
240	School Partnership Trust - Serlby Park Academy	69	956	45	13	11	39	0	0	0
241	Carlton Academy	40	666	49	5	see note (1)	see note (1)	1	see note (1)	61
242	Norbridge Academy	32	301	40	5	see note (1)	see note (1)	0	0	0
243	South Nottingham Catholic Academy Trust - Becket	70	875	43	19	6	39	0	0	0
244	South Nottingham Catholic Academy Trust - St Edmund Campion	20	182	44	3	see note (1)	see note (1)	0	0	0
245	Southwark Primary School	47	498	45	12	13	42	0	0	0

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
246	Arnold Hill Academy	93	1,120	38	13	15	40	4	see note (1)	64
247	Huntingdon Academy	12	210	43	5	see note (1)	see note (1)	0	0	0
248	Edna G Olds Academy	14	226	45	6	4	47	1	see note (1)	61
249	St Anns Well Academy	20	282	46	1	see note (1)	see note (1)	0	0	0
250	Greenwood At - Nottingham Girls Academy	36	556	45	3	see note (1)	see note (1)	1	see note (1)	65
251	Joseph Whitaker Academy	80	1,060	45	5	see note (1)	see note (1)	3	see note (1)	62
252	Blessed Robert Widmerpool Academy	18	172	41	2	see note (1)	see note (1)	0	0	0
253	Warren Hill Academy Trust	20	218	45	2	see note (1)	see note (1)	0	0	0
254	Bluecoat Academy	88	1,576	42	18	9	41	2	see note (1)	68
255	Brunts Academy	67	1,008	48	11	7	36	1	see note (1)	62
256	Queen Elizabeth Endowed Academy	43	576	47	6	10	49	0	0	0
257	Sycamore Academy	15	224	45	5	see note (1)	see note (1)	0	0	0
258	Nottingham Community Housing Association	0	0	0	1	see note (1)	see note (1)	0	0	0
259	Advance Housing and Support Limited	1	see note (1)	see note (1)	0	0	0	0	0	0
260	Quarrydale Academy	98	1,039	40	7	1	40	0	0	0
261	Our Lady & St Edwards Roman Catholic Academy	12	178	45	4	see note (1)	see note (1)	2	see note (1)	62
262	Priory Catholic Primary School	16	165	44	1	see note (1)	see note (1)	0	0	0
263	Nethergate Academy	13	257	46	4	see note (1)	see note (1)	0	0	0
264	North Leverton CE Primary School	14	114	49	4	see note (1)	see note (1)	0	0	0
265	Chetwynd Primary Trust	33	194	46	0	0	0	0	0	0
266	Ashfield School	114	1,746	43	6	3	45	2	see note (1)	63
267	The Elizabethan Academy	59	748	45	4	see note (1)	see note (1)	0	0	0
268	Retford Oaks Academy	49	720	47	6	4	52	1	see note (1)	62
269	Independent Cleaning Services Limited	11	55	55	2	see note (1)	see note (1)	0	0	0
270	Webb Support Services Limited	16	115	47	3	see note (1)	see note (1)	0	0	0
271	Thera East Midlands	18	339	48	7	8	48	0	0	0
272	Royal Society Mencap	44	769	44	2	see note (1)	see note (1)	0	0	0

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
274	Mellors Catering Services Limited (Southwark)	8	47	43	0	0	0	0	0	0
275	Mansfield District Leisure Trust Limited	89	858	42	6	1	36	0	0	0
276	Outwood Academy Portland	70	1,091	45	5	see note (1)	see note (1)	2	see note (1)	54
277	Outwood Academy Valley	71	946	45	5	see note (1)	see note (1)	1	see note (1)	66
278	Cotgrave Candleby Lane	37	461	50	1	see note (1)	see note (1)	0	0	0
279	South Wolds	47	729	48	3	see note (1)	see note (1)	0	0	0
280	Rushcliffe School	58	810	49	3	see note (1)	see note (1)	0	0	0
281	Kirkby College	35	504	44	1	see note (1)	see note (1)	2	see note (1)	63
282	St Teresa's Catholic Primary School	25	321	48	5	see note (1)	see note (1)	0	0	0
283	Trinity Catholic School	33	459	47	2	see note (1)	see note (1)	1	see note (1)	66
284	St Marys Catholic Primary	19	197	44	1	see note (1)	see note (1)	0	0	0
285	Our Lady of Perpetual Succour	20	203	47	1	see note (1)	see note (1)	0	0	0
286	Northgate Academy	24	311	41	2	see note (1)	see note (1)	0	0	0
287	Milford Academy	33	350	45	0	0	0	0	0	0
288	Old Basford School	37	434	44	1	see note (1)	see note (1)	0	0	0
289	Top Valley Academy	41	674	43	1	see note (1)	see note (1)	0	0	0
290	Whitemoor Academy	31	472	46	3	see note (1)	see note (1)	0	0	0
291	Meden School & Technology College	50	644	42	4	see note (1)	see note (1)	1	see note (1)	62
292	Kimberley School	63	836	46	1	see note (1)	see note (1)	0	0	0
293	Sherwood E-Act Academy	39	462	48	2	see note (1)	see note (1)	0	0	0
294	Wainwright Primary Academy	32	372	42	0	0	0	0	0	0
295	Mansfield Primary Academy	23	225	45	2	see note (1)	see note (1)	0	0	0
296	Foxwood School	29	478	45	6	3	52	0	0	0
297	Stone Soup Academy	2	see note (1)	see note (1)	0	0	0	0	0	0
298	St Margaret Clitherow Primary & Nursery Catholic Voluntary Academy	20	217	48	0	0	0	0	0	0
299	Sacred Heart Primary Catholic Voluntary Academy	22	185	45	1	see note (1)	see note (1)	0	0	0

Employer Membership Data		Active Members			Deferred Members			Pensioner Members		
Code	Employer	Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
300	Holy Cross Primary Catholic Voluntary Academy	20	160	47	1	see note (1)	see note (1)	0	0	0
301	The Good Shepherd Primary Catholic Voluntary Academy	22	263	47	0	0	0	0	0	0
302	Christ The King Catholic Voluntary Academy	51	563	49	4	see note (1)	see note (1)	0	0	0
303	Alderman White School	54	720	46	2	see note (1)	see note (1)	0	0	0
304	Bramcote Park School	33	460	48	1	see note (1)	see note (1)	1	see note (1)	62
305	St Augustine's Primary School	19	218	46	1	see note (1)	see note (1)	0	0	0
306	The Newark Academy	63	742	48	1	see note (1)	see note (1)	0	0	0
307	East Leake Academy	39	544	49	3	see note (1)	see note (1)	0	0	0
308	Kingston Park Academy	17	199	44	1	see note (1)	see note (1)	0	0	0
309	Sutton Community Academy	99	1,034	43	1	see note (1)	see note (1)	0	0	0
310	The Dukeries Academy	107	1,573	45	0	0	0	1	see note (1)	67
311	Sneinton St Stephen's CE Primary & Nursery School	23	282	43	1	see note (1)	see note (1)	0	0	0
312	Windmill LEAD Academy	29	364	44	0	0	0	0	0	0
313	The Chief Constable	0	0	0	0	0	0	0	0	0
314	Police & Crime Commissioners	1,402	33,911	43	65	184	43	12	52	63
315	Nottinghamshire County Council	15,500	205,810	46	18,183	14,821	45	7,933	33,004	65
316	Tuxford Primary Academy	13	138	46	0	0	0	0	0	0
323	Family Action - post valuation employer	0	0	0	1	see note (1)	see note (1)	0	0	0
325	Nottingham Emmanuel School	11	147	34	0	0	0	0	0	0
328	Newstead Parish Council	1	see note (1)	see note (1)	0	0	0	0	0	0
330	Fairfield Primary Academy	0	0	0	1	see note (1)	see note (1)	0	0	0
331	The Holgate Academy	1	see note (1)	see note (1)	0	0	0	0	0	0
333	Skegby Junior Academy	1	see note (1)	see note (1)	0	0	0	0	0	0
997	Undecideds (limited cont cases)	0	0	0	647	47	48	0	0	0
Totals		37,906	627,756	45	46,894	50,966	45	29,441	129,778	70

Notes

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

Appendix 4 Rates and Adjustment Certificate

- A4.1. The Common Rate of Contribution as defined by Regulation 36 for the period 1 April 2014 to 31 March 2017 is 18.8% of pensionable payroll.
- A4.2. However, each employer pays contributions based on their particular circumstances and so individual adjustments are made. These give the following minimum total contributions as set out below.

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
1	Bassetlaw District Council	13.5%	13.5%	13.5%	£1,890k	£2,027k	£2,127k
2	Mansfield District Council	13.9%	13.9%	13.9%	£1,075k	£1,250k	£1,433k
3	Newark & Sherwood District Council	12.5%	12.5%	12.5%	£946k	£1,065k	£1,189k
4	Ashfield District Council	12.3%	12.3%	12.3%	£1,021k	£1,144k	£1,272k
5	Broxtowe Borough Council	13.2%	13.2%	13.2%	£716k	£735k	£755k
6	Gedling Borough Council	12.3%	12.3%	12.3%	£555k	£569k	£585k
7	Rushcliffe Borough Council	13.0%	13.0%	13.0%	£478k	£556k	£638k
8	Nottingham City Council	12.5%	12.5%	12.5%	£8,031k	£8,880k	£9,356k
11	Ruddington Parish Council	14.7%	14.7%	14.7%	£2,080	£2,610	£3,170
12	Nuthall Parish Council	14.7%	14.7%	14.7%	£3,030	£3,810	£4,620
13	Balderton Parish Council	14.7%	14.7%	14.7%	£4,950	£6,210	£7,540
16	Nottinghamshire Probation Board	16.9%	16.9%	16.9%	-	-	-
17	Cotgrave Town Council	14.7%	14.7%	14.7%	£2,520	£3,160	£3,840
18	Trent Valley Internal Drainage Board	14.7%	14.7%	14.7%	£13,940	£17,510	£21,250
20	Rural Community Action Nottinghamshire	13.1%	13.1%	13.1%	£14,610	£15,000	£15,410
22	Nottinghamshire Deaf Society	13.1%	13.1%	13.1%	£3,800	£3,900	£4,010
34	Bramcote Crematorium Joint Committee	14.7%	14.7%	14.7%	£6,640	£8,340	£10,130
40	Harworth & Bircotes Parish Council	14.7%	14.7%	14.7%	£2,360	£2,960	£3,590
41	Faith in Families	13.1%	13.1%	13.1%	£37k	£38k	£39k
42	Greasley Parish Council	14.7%	14.7%	14.7%	£3,970	£4,990	£6,060
44	Bingham Town Council	14.7%	14.7%	14.7%	£2,670	£3,350	£4,070
45	Southwell Leisure Centre	13.1%	13.1%	13.1%	£13,860	£14,240	£14,620
47	Blidworth Parish Council	14.7%	14.7%	14.7%	£750	£940	£1,140
48	Nottingham Citizens Advice Bureau	13.1%	13.1%	13.1%	£16,860	£17,320	£17,780
51	Newark Town Council	14.7%	14.7%	14.7%	£14,730	£18,500	£22,460
52	Nottingham Trent Students Union	13.1%	13.1%	13.1%	£30k	£30k	£31k
54	East Midlands Further Education Council	13.1%	13.1%	13.1%	£46k	£48k	£49k

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
56	Calverton Parish Council	14.7%	14.7%	14.7%	£840	£1,060	£1,280
64	Nottinghamshire County Scout Association	13.1%	13.1%	13.1%	£1,280	£1,310	£1,350
68	Southwell Town Council	14.7%	14.7%	14.7%	£3,020	£3,790	£4,610
69	Mansfield Citizens Advice Bureau	13.1%	13.1%	13.1%	£13,140	£13,490	£13,860
73	Nottingham City Transport Ltd	34.3%	34.3%	34.3%	£80k	£800k	£800k
75	Stapleford Town Council	14.7%	14.7%	14.7%	£1,620	£2,040	£2,480
76	NORSAC	13.1%	13.1%	13.1%	£190k	£196k	£201k
78	The Nottingham Trent University	10.9%	10.9%	10.9%	£1,785k	£1,834k	£1,883k
84	Groundwork Greater Nottingham	13.1%	13.1%	13.1%	£4,800	£4,930	£5,060
85	Southwell Council for Family Care	13.1%	13.1%	13.1%	£23k	£24k	£24k
86	Bestwood Advice Centre	13.1%	13.1%	13.1%	£1,330	£1,370	£1,400
87	Citizens Advice Broxtowe	13.1%	13.1%	13.1%	£5,210	£5,350	£5,500
90	Meadows Advice Group	13.1%	13.1%	13.1%	£1,340	£1,380	£1,410
96	North Nottinghamshire College of Further Education	13.2%	13.2%	13.2%	£104k	£107k	£110k
98	South Nottingham College of Further Education	11.4%	11.4%	11.4%	£366k	£376k	£386k
99	West Nottinghamshire College of Further Education	11.0%	11.0%	11.0%	£179k	£184k	£189k
101	Bilborough College	12.8%	12.8%	12.8%	£45k	£46k	£47k
103	Ollerton & District Citizens Advice Bureau	13.1%	13.1%	13.1%	£10,670	£10,950	£11,250
104	Ashfield Citizens Advice Bureau	13.1%	13.1%	13.1%	£4,160	£4,270	£4,380
107	Greenfields Centre Limited	13.1%	13.1%	13.1%	£1,670	£1,720	£1,760
109	Clifton Advice Centre	13.1%	13.1%	13.1%	£3,050	£3,130	£3,220
113	Radcliffe on Trent Parish Council	14.7%	14.7%	14.7%	£3,020	£3,790	£4,600
115	Ravenshead Parish Council	14.7%	14.7%	14.7%	£1,180	£1,490	£1,800
116	Trowell Parish Council	14.7%	14.7%	14.7%	£1,230	£1,550	£1,880
117	Edwinstowe Parish Council	14.7%	14.7%	14.7%	£1,730	£2,180	£2,640
124	Pearson Centre for Young People	13.1%	13.1%	13.1%	£920	£940	£970
127	Tollerton Parish Council	14.7%	14.7%	14.7%	£440	£550	£660
130	Nottinghamshire Combined Fire Authority	12.6%	12.6%	12.6%	£164k	£169k	£173k
132	Mansfield and District Crematorium Joint Committee	14.7%	14.7%	14.7%	£8,880	£11,150	£13,530
137	Ollerton & Boughton Town Council	14.7%	14.7%	14.7%	£7,010	£8,810	£10,690
138	New College Nottingham Corporation	11.8%	11.8%	11.8%	£279k	£287k	£294k
139	Warsop Parish Council	14.7%	14.7%	14.7%	£1,340	£1,680	£2,040
141	The Partnership Council	13.1%	13.1%	13.1%	£1,590	£1,630	£1,670
142	Mansfield Road Baptist Housing	13.1%	13.1%	13.1%	£2,930	£3,010	£3,090

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
143	The Kirkby Trust	13.1%	13.1%	13.1%	£7,600	£7,800	£8,010
144	Disabilities Living Centre	13.1%	13.1%	13.1%	£2,390	£2,450	£2,520
145	Renewal Trust	13.1%	13.1%	13.1%	£8,780	£9,020	£9,260
150	Nottingham Ice Centre Limited	13.1%	13.1%	13.1%	£15,550	£15,970	£16,400
151	Newark Emmaus Trust Limited	13.1%	13.1%	13.1%	£12,430	£12,760	£13,110
152	Experience Nottinghamshire Limited	13.1%	13.1%	13.1%	£3,460	£3,550	£3,650
155	Nottinghamshire Association of Local Councils	13.1%	13.1%	13.1%	£1,020	£1,040	£1,070
158	Institute of Cemetery & Crematorium	13.1%	13.1%	13.1%	£12,480	£12,810	£13,160
161	Bassetlaw Citizens Advice Bureau	13.1%	13.1%	13.1%	£6,050	£6,210	£6,380
163	Farndon Parish Council	14.7%	14.7%	14.7%	£640	£800	£970
169	Carers Federation Nottingham & Nottinghamshire Limited	13.1%	13.1%	13.1%	£75k	£77k	£79k
171	Sports & Leisure Management Limited	15.1%	15.1%	15.1%	£4,670	£4,790	£4,920
172	Ashfield Homes Ltd	10.5%	10.5%	10.5%	£120k	£123k	£126k
174	Nottingham & Nottinghamshire Futures Limited	12.4%	12.4%	12.4%	£258k	£265k	£272k
175	UPP Residential Services Ltd	17.2%	17.2%	17.2%	£3,280	£6,870	£7,910
179	Nottingham Regeneration Ltd.	13.1%	13.1%	13.1%	£7,070	£7,260	£7,450
181	Djanogly City Academy Nottingham	11.5%	11.5%	11.5%	-	-	-
183	Child Migrants Trust	13.1%	13.1%	13.1%	£4,680	£4,810	£4,940
184	A1 Housing Bassetlaw Ltd	13.5%	13.5%	13.5%	£135k	£138k	£142k
185	Newark and Sherwood Homes Ltd	12.2%	12.2%	12.2%	£60k	£62k	£64k
186	Enviroenergy Ltd	13.1%	13.1%	13.1%	£43k	£44k	£45k
189	Bestwood Partnership Forum	13.1%	13.1%	13.1%	£3,860	£3,960	£4,070
190	Nottingham City Homes	12.3%	12.3%	12.3%	£816k	£838k	£861k
191	Rainworth Parish Council	14.7%	14.7%	14.7%	£920	£1,160	£1,400
192	Scape System Build Ltd	14.7%	14.7%	14.7%	£29k	£36k	£43k
194	Metropolitan Housing Trust	14.8%	14.8%	14.8%	£700	£720	£740
195	Langar Cum Barnstone Parish Council	14.7%	14.7%	14.7%	£340	£420	£520
196	Centre for Contemporary Arts	18.6%	19.6%	19.9%	-	-	-
198	Samworth Church Academy	18.3%	18.3%	18.3%	-	-	-
199	Gedling Homes	12.9%	12.9%	12.9%	£131k	£135k	£139k
200	Bulwell Academy	18.0%	18.0%	18.0%	-	-	-
202	Nottinham University Samworth Academy	18.0%	18.0%	18.0%	-	-	-
217	Cropwell Bishop Parish Council	14.7%	14.7%	14.7%	£900	£1,130	£1,370
219	Nottingham Academy	18.0%	18.0%	18.0%	-	-	-

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
220	Carillion Services Limited	10.0%	10.0%	10.0%	£5,250	£5,390	£5,540
221	Barnsley Premier Leisure Ltd	11.3%	11.3%	11.3%	£34k	£35k	£36k
222	Capita IT Services (BSF) Limited	15.6%	15.6%	15.6%	£2,640	£2,710	£2,790
223	Mellors Catering Service Ltd	13.4%	13.4%	13.4%	£950	£980	£1,000
224	Mercury Cleaning Solutions Limited	11.5%	11.5%	11.5%	£590	£600	£620
225	Southern Electric Contracting Limited	10.5%	10.5%	10.5%	£14,900	£15,300	£15,720
226	Nottinghamshire Fire & Rescue Service (Trading) Limited	11.5%	11.5%	11.5%	£9,750	£10,020	£10,290
227	Barnby Road Trust	18.3%	18.3%	18.3%	-	-	-
229	George Spencer Academy	18.3%	18.3%	18.3%	-	-	-
230	Redhill Academy	18.3%	18.3%	18.3%	-	-	-
231	United Response	13.7%	13.7%	13.7%	£660	£1,060	£1,090
232	Carlton Le Willows	18.3%	18.3%	18.3%	-	-	-
233	Fernwood Academy Trust	18.0%	18.0%	18.0%	-	-	-
234	West Bridgford Academy	18.3%	18.3%	18.3%	-	-	-
235	Toot Hill School	18.3%	18.3%	18.3%	-	-	-
236	National CE Academy Trust	18.3%	18.3%	18.3%	-	-	-
237	Manor Academy Trust	18.3%	18.3%	18.3%	-	-	-
238	Diverse Academies Trust - Tuxford Academy	18.3%	18.3%	18.3%	-	-	-
239	South Nottingham College Academy Trust	18.3%	18.3%	18.3%	-	-	-
240	School Partnership Trust - Serlby Park Academy	18.3%	18.3%	18.3%	-	-	-
241	Carlton Academy	18.3%	18.3%	18.3%	-	-	-
242	Norbridge Academy	18.3%	18.3%	18.3%	-	-	-
243	South Nottingham Catholic Academy Trust - Becket	18.3%	18.3%	18.3%	-	-	-
244	South Nottingham Catholic Academy Trust - St Edmund Campion	18.3%	18.3%	18.3%	-	-	-
245	Southwark Primary School	18.0%	18.0%	18.0%	-	-	-
246	Arnold Hill Academy	18.3%	18.3%	18.3%	-	-	-
247	Huntingdon Academy	18.0%	18.0%	18.0%	-	-	-
248	Edna G Olds Academy	18.0%	18.0%	18.0%	-	-	-
249	St Anns Well Academy	18.0%	18.0%	18.0%	-	-	-
250	Greenwood At - Nottingham Girls Academy	18.0%	18.0%	18.0%	-	-	-
251	Joseph Whitaker Academy	18.3%	18.3%	18.3%	-	-	-
252	Blessed Robert Widmerpool Academy	18.0%	18.0%	18.0%	-	-	-
253	Warren Hill Academy Trust	18.0%	18.0%	18.0%	-	-	-

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
254	Bluecoat Academy	18.0%	18.0%	18.0%	-	-	-
255	Brunts Academy	18.3%	18.3%	18.3%	-	-	-
256	Queen Elizabeth Endowed Academy	18.3%	18.3%	18.3%	-	-	-
257	Sycamore Academy	18.0%	18.0%	18.0%	-	-	-
259	Advance Housing and Support Limited	12.4%	12.4%	12.4%	£970	£1,030	£1,050
260	Quarrydale Academy	18.3%	18.3%	18.3%	-	-	-
261	Our Lady & St Edwards Roman Catholic Academy	18.0%	18.0%	18.0%	-	-	-
262	Priory Catholic Primary School	18.3%	18.3%	18.3%	-	-	-
263	Nethergate Academy	18.0%	18.0%	18.0%	-	-	-
264	North Leverton CE Primary School	18.3%	18.3%	18.3%	-	-	-
265	Chetwynd Primary Trust	18.3%	18.3%	18.3%	-	-	-
266	Ashfield School	18.3%	18.3%	18.3%	-	-	-
267	The Elizabethan Academy	18.3%	18.3%	18.3%	-	-	-
268	Retford Oaks Academy	18.3%	18.3%	18.3%	-	-	-
269	Independent Cleaning Services Limited	19.9%	19.9%	19.9%	£60	£60	£60
270	Webb Support Services Limited	13.1%	13.1%	13.1%	£6,640	£6,820	£7,010
271	Thera East Midlands	13.0%	13.0%	13.0%	£20k	£20k	£21k
272	Royal Society Mencap	11.1%	11.1%	11.1%	£22k	£22k	£23k
274	Mellors Catering Services Limited (Southwark)	11.1%	11.1%	11.1%	£850	£870	£890
275	Mansfield District Leisure Trust Limited	11.4%	11.4%	11.4%	£38k	£39k	£40k
276	Outwood Academy Portland	18.3%	18.3%	18.3%	-	-	-
277	Outwood Academy Valley	18.3%	18.3%	18.3%	-	-	-
278	Cotgrave Candleby Lane	18.3%	18.3%	18.3%	-	-	-
279	South Wolds	18.3%	18.3%	18.3%	-	-	-
280	Rushcliffe School	18.3%	18.3%	18.3%	-	-	-
281	Kirkby College	18.3%	18.3%	18.3%	-	-	-
282	St Teresa's Catholic Primary School	18.0%	18.0%	18.0%	-	-	-
283	Trinity Catholic School	18.0%	18.0%	18.0%	-	-	-
284	St Marys Catholic Primary	18.0%	18.0%	18.0%	-	-	-
285	Our Lady of Perpetual Succour	18.0%	18.0%	18.0%	-	-	-
286	Northgate Academy	18.0%	18.0%	18.0%	-	-	-
287	Milford Academy	18.0%	18.0%	18.0%	-	-	-
288	Old Basford School	18.0%	18.0%	18.0%	-	-	-
289	Top Valley Academy	18.0%	18.0%	18.0%	-	-	-

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
290	Whitemoor Academy	18.0%	18.0%	18.0%	-	-	-
291	Meden School & Technology College	18.3%	18.3%	18.3%	-	-	-
292	Kimberley School	18.3%	18.3%	18.3%	-	-	-
293	Sherwood E-Act Academy	18.3%	18.3%	18.3%	-	-	-
294	Wainwright Primary Academy	18.3%	18.3%	18.3%	-	-	-
295	Mansfield Primary Academy	18.3%	18.3%	18.3%	-	-	-
296	Foxwood School	18.3%	18.3%	18.3%	-	-	-
297	Stone Soup Academy	18.3%	18.3%	18.3%	-	-	-
298	St Margaret Clitherow Primary & Nursery Catholic Voluntary Academy	18.0%	18.0%	18.0%	-	-	-
299	Sacred Heart Primary Catholic Voluntary Academy	18.3%	18.3%	18.3%	-	-	-
300	Holy Cross Primary Catholic Voluntary Academy	18.3%	18.3%	18.3%	-	-	-
301	The Good Shepherd Primary Catholic Voluntary Academy	18.3%	18.3%	18.3%	-	-	-
302	Christ The King Catholic Voluntary Academy	18.3%	18.3%	18.3%	-	-	-
303	Alderman White School	18.3%	18.3%	18.3%	-	-	-
304	Bramcote Park School	18.3%	18.3%	18.3%	-	-	-
305	St Augustine's Primary School	18.0%	18.0%	18.0%	-	-	-
306	The Newark Academy	18.3%	18.3%	18.3%	-	-	-
307	East Leake Academy	18.3%	18.3%	18.3%	-	-	-
308	Kingston Park Academy	18.3%	18.3%	18.3%	-	-	-
309	Sutton Community Academy	18.3%	18.3%	18.3%	-	-	-
310	The Dukeries Academy	18.3%	18.3%	18.3%	-	-	-
311	Sneinton St Stephen's CE Primary & Nursery School	18.0%	18.0%	18.0%	-	-	-
312	Windmill LEAD Academy	18.0%	18.0%	18.0%	-	-	-
314	Police & Crime Commissioners	10.8%	10.8%	10.8%	£1,553k	£1,595k	£1,638k
315	Nottinghamshire County Council	13.2%	13.2%	13.2%	£12,638k	£12,979k	£13,330k
316	Tuxford Primary Academy	18.3%	18.3%	18.3%	-	-	-
325	Nottingham Emmanuel School	18.0%	18.0%	18.0%	-	-	-
328	Newstead Parish Council	14.7%	14.7%	14.7%	£160	£210	£250
331	The Holgate Academy	18.3%	18.3%	18.3%	-	-	-
333	Skegby Junior Academy	18.3%	18.3%	18.3%	-	-	-

Notes

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

Projected New Benefits

- A4.6. The following table shows the amount of new pension and lump sum benefits (excluding non-ill health early retirement benefits) projected to come into payment during the period 1 April 2014 to 31 March 2017:

Year to	Retirement Benefits £(000)
31 March 2015	24,000
31 March 2016	31,000
31 March 2017	36,000

Appendix 5 New Employers

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

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
	Sutton Community Academy	18.3%	18.3%	18.3%	-	-	-
	St Patrick's Catholic Primary	18.0%	18.0%	18.0%	-	-	-
	Ambleside Academy	18.0%	18.0%	18.0%	-	-	-
	The Nottingham Emmanuel School	18.0%	18.0%	18.0%	-	-	-
	Skegby Junior Academy	18.3%	18.3%	18.3%	-	-	-
	The Holgate Academy	18.3%	18.3%	18.3%	-	-	-
	Fairfield Primary Academy	18.3%	18.3%	18.3%	-	-	-
	Leamington Primary & Nursery Academy	18.3%	18.3%	18.3%	-	-	-
	Archbishop Cranmer CE Primary	18.3%	18.3%	18.3%	-	-	-
	St Peter's CE Primary School	18.3%	18.3%	18.3%	-	-	-
	Rosebrook Primary School	18.3%	18.3%	18.3%	-	-	-
	Magnus C of E School	18.3%	18.3%	18.3%	-	-	-
	Blue Bell Hill Primary School	18.0%	18.0%	18.0%	-	-	-
	Highbank Primary School	18.0%	18.0%	18.0%	-	-	-
	Hogarth Primary School	18.0%	18.0%	18.0%	-	-	-
	Hillside Primary & Nursery School	18.3%	18.3%	18.3%	-	-	-
	Firbeck Academy	18.0%	18.0%	18.0%	-	-	-
	Glapton Primary School	18.0%	18.0%	18.0%	-	-	-
	Central College - cleaning contract	21.7%	21.7%	21.7%	-	-	-
	Burton Joyce Parish Council	14.7%	14.7%	14.7%	-	-	-

Notes

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

Appendix 6 LGPS Benefits

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

LGPS Benefits		LGPS 2014		LGPS 2008	
Type of Scheme		Career Average Revalued Earnings (CARE)		Final Salary	
Pension Benefit Accrual		1/49 th		1/60 th for service after 1 April 2008. Benefits for service before 31 March 2008 were based on 1/80 th accrual and an automatic lump sum of 3/80 ^{ths} .	
Revaluation		Consumer Prices Index (CPI)		Based on Final Salary	
Lump Sum		By commutation 12:1 up to a maximum of 25% of lifetime allowance			
Pensionable Pay		Pay including non-contractual overtime and additional hours for part time staff		Pay excluding non-contractual overtime and non-pensionable additional hours	
Member Contributions		Banded Contributions based on actual pensionable pay		Banded Contributions based on full time equivalent pensionable pay	
		Range		Range	
		Gross Rate		Gross Rate	
		Up to £13,500		Up to £13,700	
		£13,501 to £21,000		£13,701 to £16,100	
		£21,001 to £34,000		£16,101 to £20,800	
		£34,001 to £43,000		£20,801 to £34,700	
		£43,001 to £60,000		£34,701 to £46,500	
		£60,001 to £85,000		£46,501 to £87,100	
		£85,001 to £100,000		More than £87,100	
£100,001 to £150,000		11.4%			
More than £150,000		12.5%			
Contribution Flexibility		Member can pay 50% contributions for 50% of the pension benefit		Not Available	
Normal Pension Age		Linked to individual member's State Pension Age (minimum age 65)		Age 65	

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



REPORT OF THE SERVICE DIRECTOR – HUMAN RESOURCES & CUSTOMER SERVICE

**LOCAL GOVERNMENT PENSION SCHEME
APPLICATION FOR ADMISSION BODY STATUS**

1. Purpose of the Report

- 1.1. The purpose of this report is to inform the Pensions Sub-Committee of the proposed admission of two admission bodies (as detailed on the attached appendices) into the Nottinghamshire Pension Fund under the provisions of Schedule 2 (part 3) of the Local Government Pension Scheme Regulations 2013.

2. Information and Advice

- 2.1. The scheme regulations require LGPS Pension Funds to allow an admission to its scheme if the organisation is one that is providing or which will provide a service or assets in connection with the exercise of a function of a scheme employer, as a result of the transfer of the service or assets by means of a contract or other arrangement.
- 2.2. Where an admission body and the scheme employer undertake to meet the relevant requirements of Schedule 2 (part 3), an administering authority must admit to the LGPS the eligible employees of the admission body, and where it does so, the terms on which it does are noted in the admission agreement for the purposes of these Regulations.
- 2.3. Investigations have been made and it can be confirmed that each body named in the attached appendices falls within the definition contained in Schedule 2 (part 3) of the Local Government Pension Scheme Regulations 2013 and as such will be eligible to become an admission body. Under Schedule 2 (part 3) (13), the administering authority must admit to the scheme the eligible designated employees of the admission body, provided the admission body undertakes to meet the relevant requirements of the regulations through an admission agreement.
- 2.4. The County Council will seek to sign an appropriate admission agreement to allow the bodies listed in Appendix A and B to be admitted to the Nottinghamshire Pension Fund. When the admission agreement is formed the admission bodies will be required to pay contribution rates as determined by the Fund Actuary.

3. Statutory and Policy Implications

- 3.1 This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the

safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

4. Recommendation

- 4.1 The Pensions Sub-Committee is recommended to note the contents of the report.

MARJORIE TOWARD SERVICE DIRECTOR (HUMAN RESOURCES & CUSTOMER SERVICE)

For any enquiries about this report please contact:

Andy Durrant, Technical & Performance Officer on 0115 9775690 or
andy.durrant@nottsc.gov.uk

Human Resources Implications (JP)

As outlined within the body of the report, admission body status will allow transferring staff continued membership eligibility of the LGPS.

Where the service transfer relates to Nottinghamshire County Council, full consultation has been undertaken with affected staff and the recognised trade unions in line with TUPE requirements. In respect of other service transfers the current employing body is responsible for undertaking the equivalent consultation.

Constitutional Comments (KK)

The proposal in this report is within the remit of the Pensions Sub-Committee.

Financial Comments (SC)

There are no financial implications arising directly from this report. As noted in the report, employer contributions to be paid by admitted bodies are determined by the Fund's actuary.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All

Proposed admission of KGB Building & Cleaning Services Limited into the Nottinghamshire Pension Fund, as an admission body under the provisions of Schedule 2 (part 3) of the Local Government Pension Scheme Regulations 2013.

KGB Cleaning & Support Services Limited has a contractual agreement with Central College to undertake the college's cleaning function. The service transfer took place on 1st January 2014. The contract period is 3 years.

This arrangement involved the TUPE transfer of 26 employees (of which 8 were active LGPS members) of Nottinghamshire County Council's Catering and Facilities Management Group who were engaged in the delivery of the service.

KGB Cleaning & Support Services Limited intends to allow continuity of LGPS membership through an admission agreement with the Nottinghamshire Pension Fund. The option to join the LGPS will not be available to existing employees of the company.

Proposed admission of Independent Cleaning Services Limited into the Nottinghamshire Pension Fund, as an admission body under the provisions of Schedule 2 (part 3) of the Local Government Pension Scheme Regulations 2013.

Independent Cleaning Services Limited has a contractual agreement with School Partnership Trust Academies, proprietor of Kingston Park Academy, to undertake the academy's cleaning function. The service transfer is planned to take place on 1st May 2014. The contract period is currently undefined.

This arrangement will involve the TUPE transfer of 4 employees (only 1 of whom is a current active LGPS member) of Nottinghamshire County Council's Catering and Facilities Management Group who are engaged in the delivery of the service.

Independent Cleaning Services Limited intends to allow continuity of LGPS membership through an admission agreement with the Nottinghamshire Pension Fund. The option to join the LGPS will not be available to existing employees of the company.

**REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND
CORPORATE SERVICES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Sub-Committee's work programme.

Information and Advice

2. The County Council requires each sub-committee to maintain a work programme. The work programme will assist the management of the sub-committee's agenda, the scheduling of the sub-committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and sub-committee meeting. Any member of the sub-committee is able to suggest items for possible inclusion.
3. The attached work programme has been drafted in consultation with the Chairman and Vice-Chairman, and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.

Other Options Considered

4. None.

Reason/s for Recommendation/s

5. To assist the sub-committee in preparing its work programme.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of finance, public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

- 1) That the sub-committee's work programme be noted, and consideration be given to any changes which the sub-committee wishes to make.

Jayne Francis-Ward

Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact:

Keith Ford, Team Manager Democratic Services

E-mail: keith.ford@nottsc.gov.uk Tel: 0115 9772590

Constitutional Comments

7. The Sub-Committee has authority to consider the matters set out in this report by virtue of its terms of reference.

Financial Comments

8. There are no financial implications arising directly from this report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

None

Electoral Division(s) and Member(s) Affected

All

**Nottinghamshire Pension Fund Committees
Work Programme**

Date	Report Title	Brief summary of agenda item	For Decision or Information ?	Lead Officer
Nottinghamshire Pension Fund Committee				
17-Jun-14	Updates to policies	Review of fund policies and recommendation of amendments	Decision	Simon Cunnington
	Investment Sub-Committee Meetings	To decide on the location of future Investment Sub-Committee meetings	Decision	Simon Cunnington
16-Sep-14				
16-Dec-14				
17-Mar-15				
16-Jun-15				
Pensions Sub-Committee				
08-May-14	Proxy Voting - Q1 2014	Summary of voting activity during quarter 1 of 2014	Information	Simon Cunnington
	Investment Sub-Committee Meetings	To decide on the location of future Investment Sub-Committee meetings	Decision recommendation	Simon Cunnington
	LAPFF Business Meeting	Report from LAPFF Business Meeting on 25/03/14	Information	Ciaran Guilfoyle
	Pension Fund Cash Flow	Analysis of membership changes and impact on cash flow	Information	Simon Cunnington
	Property Investments	Consideration of additional investments into property	Decision recommendation	Simon Cunnington
	New Admission/Transferee bodies	Standing item to give details of any new employers within the Fund	Information	Sarah Stevenson
22-Jul-14	Updates to policies	Review of fund policies and recommendation of amendments	Decision recommendation	Simon Cunnington
	NAPF Local Authority Conference 2014	Report from the NAPF Local Authority Conference at the Cotswolds Water Park	Information	Simon Cunnington
	Proxy Voting - Q2 2014	Summary of voting activity during quarter 2 of 2014	Information	Simon Cunnington
	LAPFF Business Meeting	Report from LAPFF Business Meeting on 18/06/14	Information	Nigel Stevenson
	Pension Fund Branding	Background and update on changes to pension fund branding	Information	Sarah Stevenson
	New Admission/Transferee bodies	Standing item to give details of any new employers within the Fund	Information	Sarah Stevenson

8 May 2014

Agenda Item: 11

REPORT OF SERVICE DIRECTOR – FINANCE & PROCUREMENT

PROPERTY INVESTMENTS

Purpose of the Report

1. To make recommendations for additional investment in property.

Information and Advice

2. This report is to provide information to the Sub-Committee on the current property investments of the Fund and to make suggestions and recommendations for additional investments in property. Some information relating to this report is not for publication by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972. Having regard to the circumstances, on balance the public interest in disclosing the information does not outweigh the reason for exemption because divulging the information would significantly damage the Council's commercial position in relation to the Pension Fund. The exempt information is set out in the exempt appendix.
3. At its meeting on 6 February 2014, this Sub-Committee made recommendations regarding the Fund's main direct property portfolio and agreed that a further report be brought to consider additional investment in property. This was because members felt that property investments should now be brought closer to the Fund's benchmark allocation, either from unallocated cash or from a reduction in the equities allocation (or a combination of both).
4. The Fund's strategic benchmark is shown below together with the actual asset allocation of the Fund as at 31 December 2013.

Strategic Benchmark			Actual 31/12/13
Equities (inc private equity)	65.0%	FTSE All World	73%
Property	15.0%	IPD annual universe	11%
Bonds	17.5%	FTSE UK Gilt All Stock	13%
Cash	2.5%	LIBID 7 Day	3%
	100.0%		

5. At 31 December 2013, the total exposure of the Fund to property was £401.2m (11% of the Fund) and, as can be seen above, this is underweight the strategic

benchmark exposure of 15%. A breakdown of the Fund's current property investments is shown below.

	£m	% of Fund
UK commercial property	275.9	
UK strategic land	11.1	
Aberdeen Portfolio	287.0	7.8%
Alpha UK Real Estate Fund	0.5	
Keills Property Trust	27.5	
Schroders UK Property Fund	4.2	
UK Pooled	32.2	0.9%
Aberdeen Dynamic European Property Fund of Funds	32.5	
Standard Life European Property Growth Fund	43.4	
Standard Life Global Real Estate IT	6.0	
Overseas Pooled	81.9	2.2%

6. The exempt appendix gives further detail on some of these investments and makes suggestions and recommendations for additional investment. To bring the allocation up to benchmark weight would require additional investment of approximately £140m.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

- 1) That the report be noted.

Name of Report Author: Simon Cunnington

Title of Report Author: Senior Accountant – Pensions & Treasury Management

For any enquiries about this report please contact: Simon Cunnington