

Hertfordshire County Council  
Pension Fund  
Annual Report and  
Statement of Accounts  
2019/20

	Page
➤ Introduction	
1. Foreword	2
2. Financial Summary	2
➤ Scheme Administration	
1. Background to the Scheme	3
2. Funding	4
3. Benefits	5
➤ Administering Authority Report	
1. Management	7
2. Governance and Compliance Statement	8
3. Risk Management	14
4. Administration	14
5. Communication	17
6. Actuarial Valuation Report	19
7. Membership	21
➤ Financial Statements	
1. Statement of Responsibilities	22
2. Independent Auditor's Report	23
3. Fund Account	25
4. Net Assets Statement	26
5. Statement of Accounting Policies	27
6. Notes to the Accounts	31
➤ Investment Report	
1. Investment Management	53
2. Investment Strategy Statement	54
3. Investment Policy	62
4. Review of World Markets	64
5. Investment Performance	66
➤ Appendices	
1. List of Employing Bodies	69
2. Funding Strategy Statement	74
3. ACCESS Annual Report	102
➤ Glossary to the Annual Report and Accounts	103

## 1. Foreword

This report provides information for employers and other interested parties on how the Hertfordshire Pension Fund ("Pension Fund") has been managed during the year 1 April 2019 to 31 March 2020.

This report summarises the main features of the Pension Fund, providing:

- a brief outline of the Local Government Pension Scheme ("Scheme")
- the Administering Authority Report which outlines the management and administrative arrangements for the Pension Fund
- the financial statements comprising of the Fund Account and Net Assets Statement for the year 2019/20 with comparative information for the previous year. The Fund Account shows the change in net assets available for benefits during the year. The Net Assets Statement discloses the net assets of the Pension Fund at 31 March 2020
- an Investment Report which sets out the Pension Fund's Investment Policy and the level of performance achieved.

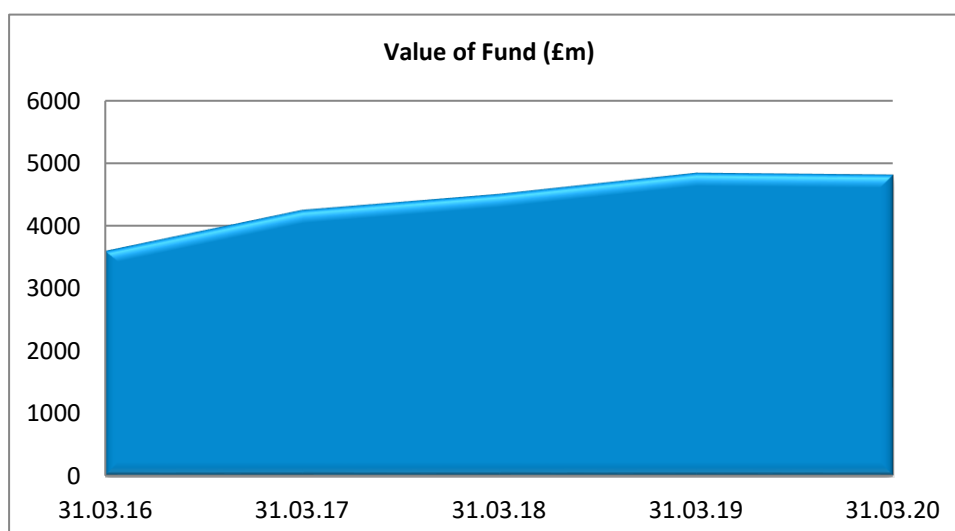
Over the year, the value of the Pension Fund decreased from £4,835m at 31 March 2019 to £4,806m at 31 March 2020. The return achieved on the Pension Fund's investments during 2019/20 net of fees was (1.5)% which reflected general market conditions over the year and above the benchmark return of (3.9)%. A review of world markets is provided as part of the Investment report on page 64.

Over 2019/20 the number of contributing members has decreased from 38,590 at 31 March 2019, to 38,383 at 31 March 2020, while the number of scheme employers increased from 336 at 31 March 2019 to 361 at 31 March 2020. The increase in the scheme employers is a result of schools converting to academy status and new employers seeking admission to the Pension Fund following the outsourcing of service contracts from scheme employers.

## 2. Financial Summary

The table below provides a five year summary of the Pension Fund accounts and a graph showing the movement in the value of the Pension Fund over this period. This shows the net assets available to fund benefits at 31 March each year.

2015/16	2016/17	2017/18	2018/19		2019/20
£000s	£000s	£000s	£000s		£000s
<b>3,581,039</b>	<b>3,584,250</b>	<b>4,243,371</b>	<b>4,499,017</b>	<b>Value of the Pension Fund at 1 April</b>	<b>4,835,004</b>
13,430	23,978	27,532	30,474	Net additions / (withdrawals) from dealing with those directly involved in the scheme	44,822
(15,927)	(14,786)	(14,629)	(12,882)	Management expenses	(16,378)
5,708	649,930	242,744	318,394	Net returns on investments	(57,539)
<b>3,211</b>	<b>659,121</b>	<b>255,646</b>	<b>335,987</b>	<b>Increase / (Decrease) in the Pension Fund during the year</b>	<b>(29,095)</b>
<b>3,584,250</b>	<b>4,243,371</b>	<b>4,499,017</b>	<b>4,835,004</b>	<b>Value of the Pension Fund at 31 March</b>	<b>4,805,909</b>



## 1. Background to the Scheme

### Legal Framework

The Scheme is a statutory scheme, established by Act of Parliament, the Superannuation Act 1972. The Scheme is governed by the Public Services Pensions Act 2013 and is administered in accordance with the following secondary legislation:

- Local Government Pension Scheme Regulations 2013 (as amended)
- Local Government Pension Scheme (Transitional Provisions, Savings & Amendment) Regulations 2014 (as amended)
- Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016

The Scheme is run by administering authorities in accordance with these regulations. In Hertfordshire the Administering Authority is Hertfordshire County Council.

### Eligibility

The Scheme is available to all employees of local authorities other than teachers, fire personnel and a number of Public Health staff for whom separate pension arrangements apply. Employees are able to join the Scheme if they have a contract of employment of three months or more duration.

Other specified bodies providing public services are included by statute or may apply for admission.

### Employers

At 31 March 2020 there were 361 employers in the Pension Fund. Participating employers can be scheduled bodies or admitted bodies, as defined below:

- **Scheduled bodies.** Employers such as the County Council (including maintained schools), Academies and District and Borough Councils, whose employees are automatically entitled to be members of the Fund.
- **Designated bodies.** Organisations such as Parish and Town Councils whose employees are able to join the Scheme if the employer designates that they can.
- **Admitted bodies.** These are voluntary, charitable and, in certain circumstances, private sector organisations carrying out scheduled bodies' contracts, where staff can become members of the Scheme by virtue of an Admission Agreement between the Pension Fund and the relevant body. At 31 March 2020 there were 140 admitted bodies participating in the Pension Fund.

A full list of employing bodies in the Pension Fund is shown in Appendix 1 at page 69.

The table below provides an analysis of scheduled and admitted bodies at 31 March 2020 and an analysis of active employers and employers that have ceased (these are employers with no active members but with outstanding liabilities). Admitted bodies may have more than one Admission Agreement in the Pension Fund relative to the service contracts they hold with scheduled bodies.

Type of Body	Active	Ceased	Total
Admitted bodies	52	88	140
Designated bodies	40	3	43
Scheduled bodies	168	10	178
<b>Total</b>	<b>260</b>	<b>101</b>	<b>361</b>

## 2. Funding

The Scheme is a funded scheme, financed by contributions from employees and employers and by earnings from investments. The Pension Fund has published a Funding Strategy Statement (shown in Appendix 2 at page 74), which sets out the Pension Fund's strategy for meeting employers' pension liabilities. The aim of the funding strategy is to ensure the long-term solvency of the Pension Fund and to ensure that sufficient funds are available to meet all benefits as they fall due for payment.

### Employees' Contributions

During 2019/20, employees paid contributions at a rate based on their earnings, including contractual and non-contractual overtime and additional hours. From 1 April 2014, the Scheme moved from a final salary scheme to a career average revalued earnings (CARE) scheme. As part of the CARE scheme, employees can elect to move to the 50/50 option which allows employees to pay half the normal contributions in return for half the normal pension benefits.

The rates and salary bandings applicable during 2019/20 are shown in the table below.

Band	Range	Contribution Rate
1	£0 - £14,400.99	5.50%
2	More than £14,401 up to £22,500.99	5.80%
3	More than £22,501 up to £36,500.99	6.50%
4	More than £36,501 up to £46,200.99	6.80%
5	More than £46,201 up to £64,600.99	8.50%
6	More than £64,601 up to £91,500.99	9.90%
7	More than £91,501 up to £107,700.99	10.50%
8	More than £107,701 up to £161,500.99	11.40%
9	More than £161,501	12.50%

### Employers' Contributions

Employers' contributions are payable at rates specified by the Pension Fund Actuary and are reviewed each triennial valuation. Rates are adjusted to reflect changes in the employer's membership profile and funding level in the Pension Fund (see page 19 for further details).

### Investment Income

The cash, which is not immediately required to pay pensions and other benefits, is invested and provides an additional source of income for the Pension Fund.

Fund investments during 19/20 were governed by the 2017 Investment Strategy Statement (ISS) which details investment strategy, asset allocation, risk analysis, and the fund's approach to Environmental, Social and corporate Governance (ESG) considerations. The ISS is included from page 54.

### 3. Benefits

The Scheme is a salary-related defined benefit scheme which guarantees to provide benefits which are a specified fraction of a Scheme member's pay. Benefits are not affected by variations in investment performance.

Full details of benefits payable are explained in the Scheme booklet which is available from the Pension Fund website at <https://www.yourpension.org.uk/Hertfordshire/Information-for-members/Introduction.aspx>.

The following provides the main provisions of the benefit package for the Scheme.

#### Age of Retirement

The normal pension age in the Scheme is linked to State Pension Age, with a minimum of age 65. The Scheme also makes provisions for the early payment of benefits and members can choose to retire and draw their pension at any time from age 55. Benefits paid before normal pension age will be reduced to reflect that benefits will be paid over a longer period of time.

#### Retirement Benefits

From 1 April 2014, the Scheme moved from a final salary scheme to a Career Average Revalued Earnings (CARE) scheme details of which are accessible from the Pension Fund website at <https://www.yourpension.org.uk/Hertfordshire/Pensions-Home.aspx>.

For membership after 1 April 2014, members build up a pension at a rate of 1/49<sup>th</sup> of the amount of pensionable pay they receive in each scheme year. The amount of pension built up during the scheme year is added to their pension account and revalued at the end of each year in line with inflation. Up to 25% of the capital value of benefits can be taken as a lump sum at a 12:1 commutation rate, i.e. £12 lump sum for every £1 of annual pension given up.

Benefits built up before 1 April 2014 are protected and are calculated using membership in the Scheme prior to 1 April 2015 and the member's final pay when they leave the Scheme.

For membership built up between 1 April 2008 and 31 March 2014, the annual pension is based on final pensionable pay multiplied by 1/60<sup>th</sup> for each year of Scheme membership. The final pensionable pay is the wage or salary on which contributions were paid over the last 12 months of service. Up to 25% of the capital value of benefits can be taken as a lump sum at a 12:1 commutation rate, i.e. £12 lump sum for every £1 of annual pension given up.

For membership accrued to 31 March 2008, members will receive an annual pension based on final pensionable pay multiplied by 1/80<sup>th</sup> for each year of Scheme membership and a lump sum of three times annual pension. Up to 25% of the capital value of benefits can be taken as a lump sum at a 12:1 commutation rate, i.e. £12 lump sum for every £1 of annual pension given up.

#### Additional Benefits

The Scheme offers several ways for members to increase their benefits:

- Additional Pension Contributions to purchase additional Scheme pension benefits.
- Contributions to a money purchase Additional Voluntary Contribution scheme ("AVC"), provided by the Standard Life Assurance Company or the Utmost Life and Pensions Company (originally called the Equitable Life Assurance Society).

### III Health Retirement

A three tier ill health retirement provision is available which is dependent on the likelihood of a member being capable of undertaking any gainful employment in the future. Benefits are calculated in the same way as for normal retirements, with an enhancement for members in tiers 1 and 2 to compensate for premature retirement. Members in tier 3 who are likely to be capable of undertaking gainful employment within three years of retiring must undergo a medical review after 18 months. At the end of the three year period the member will either have their pension benefits deferred to age 65 or move to tier 2 following a medical assessment.

#### Death in Service

A lump sum death grant of three year's assumed pensionable pay is payable. Pensions are also payable to surviving spouses, civil partners, or to eligible nominated co-habiting partners (subject to qualifying conditions) and dependent children.

### **Death after Retirement**

Spouses', civil partners', eligible co-habiting partners' and dependent children's pensions are payable based on the former employee's pensionable pay or pension. In addition, if death occurred before the pension has been paid for ten years; the balance will be paid as a lump sum.

**The benefits detailed above are guidelines only and members should apply to the Local Pensions Partnership, the Scheme Administrator, for individual estimates of benefits payable.**

## 1. Management

Hertfordshire County Council (the "County Council") is the Administering Authority of the Pension Fund and administers the Scheme on behalf of the participating employers and members.

The Local Authority (Functions & Responsibilities) (England) Regulations 2000 (as amended), state that functions relating to the Scheme are the responsibility of the full Council. The County Council has delegated these functions to the Pensions Committee and to the County Council's Chief Finance Officer, the Director of Resources.

The membership of the Pensions Committee is made up of ten County Council members and two District Council representatives. All employers and a staff representative, nominated by UNISON, are invited to attend meetings as observers.

The Administering Authority has established a Pension Board in accordance with Section 5 of the Public Service Pensions Act 2013. The Board assists the Pension Fund in securing compliance with the Scheme regulations and other legal and regulatory requirements. The membership of the Pensions Board is made up of four employer representatives and four member representatives.

The Pension Fund's Governance Compliance Statement that was in force during 2019/20 is included on pages 8 - 13. This sets out the delegation of functions, terms of reference for the Pensions Committee and Pensions Board, and has been updated to reflect the impact of Asset Pooling within ACCESS. It also outlines the Pension Fund's compliance with statutory guidance issued by the Secretary of State for Communities and Local Government.

### Pensions Committee Membership during 2019/20

County Council Members		
R Sangster (Chairman)	S Quilty	M A Eames-Petersen
AJS Mitchell (Vice-Chairman)	S Drury	SJ Boulton
JM Graham	R Parker	T Hutchings
R C Deering		

District Council Representatives (non-voting)		
P Mason	S Markiewicz	J Lloyd

### Pensions Board Membership during 2019/20

Employer Representatives	Member Representatives
Board Members	
D Ashley	K O'Daly
G Clay	M Collier
S Ansell	M Patel
Vacant	G Johnson
Substitute Members	
T Hone	D Gooden
R McCarthy	T Perkins
J Hurley	
Vacant	



## 2. Governance and Compliance Statement

This statement is prepared in accordance with regulation 55 of the Local Government Pension Scheme Regulations 2013, which require administering authorities to maintain and publish a governance compliance statement. It has been prepared by the Administering Authority in consultation with appropriate interested persons.

This Statement was approved by the Pensions Committee on 3<sup>rd</sup> March 2020.

### Delegation of Functions

The Administering Authority for the Local Government Pension Scheme in Hertfordshire is Hertfordshire County Council (the "County Council"). Management of the Local Government Pension Scheme is a non-executive function.

The Local Authority (Functions & Responsibilities) (England) Regulations 2000 (as amended), state that the functions relating to the Local Government Pension Scheme are the responsibility of the full Council. The County Council has delegated these functions to the Pensions Committee, whose members can make decisions without reference to the full Council.

The Pensions Committee are responsible for the functions set out in the following regulations:

- Local Government Pension Scheme Regulations 2013
- Local Government Pension Scheme (Transitional Provisions, Savings & Amendment) Regulations 2014
- Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016.

In parallel to this, the County Council has delegated functions relating to the Pension Fund to the County Council's Chief Finance Officer, the Director for Resources, as specified in Annex 3 of the County Council's Constitution.

The Pension Committee is supported by a cross-party working group consisting of four members (in proportion to the political representation of the full Council) from the Pension Committee, supported by officers and external advisors – such as the investment consultant. The remit of this group going forwards will be to support Officers with decisions required when transitioning to the new Investment Strategy, as well as support with other pension related matters where appropriate.

The County Council has established a Pension Board in accordance with Section 5 of the Public Service Pensions Act 2013. In accordance with Sections 5(1) and (2) of the Act and section 106 of the Local Government Pension Scheme regulations 2013, the role of the Board is to:

- Secure compliance with:
  - The Local Government Pensions Scheme regulations;
  - Other legislation relating to the governance and administration of the Local Government Pension Scheme; and
  - The requirements imposed by the Pension Regulator in relation to the Local Government Pension Scheme;

and to

- Ensure the effective and efficient governance and administration of the Local Government Pension Scheme.

## Terms of Reference

The functions relating to the management and governance of the Pension Fund have been delegated as follows.

The Pensions Committee is responsible for policy matters including:

- Setting and monitoring performance objectives for the Pension Fund
- Approval and review of the overall investment strategy of the Pension Fund
- Approval and review of asset allocation decisions
- Performance monitoring Investment Managers and investments
- Appointing (and, when necessary, dismissing) Investment Managers\*
- Appointing (and, when necessary, dismissing) Investment Consultants
- Appointing (and, when necessary, dismissing) the Pension Fund Actuary
- Appointing (and, when necessary, dismissing) the Pension Fund Custodian
- Setting and approving Administering Authority discretions for the Local Government Pension Scheme
- Approval of key policies and statements:
  - Investment Strategy Statement
  - Funding Strategy Statement
  - Governance Compliance Statement
  - Communications Strategy Statement
- Agreeing and monitoring actions to address findings from any review of Pension Fund activities

\* Following the requirement of LGPS to pool investments announced in the 2015 Summer Budget, the UK Equity and Global Equity mandates with Baillie Gifford and the Core Plus Bond mandate with Royal London have transferred to the operator of the ACCESS pool (A Collaboration of Central, Eastern and Southern Shires) - of which Hertfordshire is a member. The responsibility for appointing (and, when necessary, dismissing) Investment Managers within ACCESS sits with the Operator. For all other assets held outside of the pool, this responsibility remains with the Pension Committee

The primary governance function of the ACCESS pool is the Joint Governance Committee (JGC), which is made up of the chairs of each of the eleven funds within the ACCESS pool.

The ACCESS Joint Governance Committee is responsible for:

- Specifying the Operator services to be procured;
- Procuring the Operator;
- Appointing the Operator;
- Reviewing the performance of the Operator;
- Managing the Operator;
- Appointment of advisers;
- Functions in relation to management of pool assets;
- Functions concerning pool aligned assets; and
- Functions concerning business planning and budget.

The Pension Board is responsible for:

- Scrutinising the progress of actions to meet the performance objectives of the Pension Fund
- Reviewing and monitoring the training plan of the Pensions Board and elected members and officers with delegated responsibilities for the management and administration of the Pension Fund
- Reviewing and monitoring the performance of external business partners, including the pensions administration service, the actuary, the custodian and the investment consultant
- Reviewing and monitoring the Risk Register and risk monitoring of scheme employers
- Reviewing the implementation of revised policies and procedures, including the Administering Authority discretions
- Reviewing the compliance of projects commissioned by the Pensions Committee, including the Triennial Valuation of the Pension Fund
- Ensuring pension rules and regulations are being complied with, when officers are making decisions on pension matters
- Scrutinising data quality
- Reviewing internal audit reports
- Assisting in the development of improved customer services
- Reviewing compliance of Investment Managers with Investment Management Agreements
- Reviewing progress of agreed actions to address findings from any review of the Pension Fund activities.

## Administering Authority Report

All other operational decisions in the administration and management of the Pension Fund including exercising the Administering Authority's Discretions are delegated to the County Council's Chief Finance Officer, the Director of Resources.

### Membership, Voting and Meetings

The membership, voting rights and frequency of meetings of the Pensions Committee and Pensions Board are set out in the table below:

	<b>Pensions Committee</b>	<b>Pensions Board</b>
<b>Membership</b>	Ten County Council members (in proportion to the political representation of the full Council) and three (non-voting) District Council representatives elected by the Hertfordshire Leaders' Group as outlined in Annex 3 (section 2.4) of the Hertfordshire County Council Constitution.	Four employer representatives and four member representatives
<b>Chairman</b>	Elected by full Council	Elected by the Pension Board and rotated every two years between member and employer representatives
<b>Observers</b>	Staff representative, nominated by UNISON	
<b>Voting</b>	County Council Members, as elected Members of the Administering Authority, have voting rights in accordance with the Local Government (Committee and Political Groups) Regulations 1990 SI No 1553 5 (1)(d).	All employer and member representatives have voting rights
<b>Meetings per annum</b>	Six	Four

Further information on the constitution of the Pension Board, including the appointment of employer and member representatives, standards and conflicts of interest can be found in Annex 23 of the County Council's Constitution.

### Training

Members of the Pensions Committee and Board receive regular training in line with CIPFA and national guidance. The training policy and training requirements are reviewed as part of the annual business plan reviews for the Committee and Board.

The following table provides a summary of how the Pension Fund complies with the statutory guidance issued by the Secretary of State for Communities and Local Government.

<b>Pension Fund Compliance Statement</b>	
<b>Principle</b>	<b>Compliance and Comments</b>
<b>A. Structure</b>	
a) The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointment Council.	Full
b) That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.	Full
c) That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.	Not applicable
d) That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.	Not applicable
<b>B. Representation</b>	
a) That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include:	
i) employing authorities (including non-scheme employers, e.g. admitted bodies):	Full  The County and District Councils, whose employees make up 63% of the active membership, are represented on the Pensions Committee.  The Pensions Board is made up of four employer representatives and four scheme member representatives
ii) scheme members (including deferred and pensioner scheme members);	Full  UNISON has an observer place on the Pensions Committee to represent all Scheme members.
iii) independent professional observers, and	No – the Committee takes regular input from external professional advisors (see below). It is considered that an additional independent professional advisor would come at a cost, but not add significant value.
iv) expert advisors (on an ad-hoc basis)	Full  The Pension Fund's Investment Adviser, Actuary and Administrator attend the Pensions Committee when appropriate.

Pension Fund Compliance Statement	
Principle	Compliance and Comments
b) That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the decision making process, with or without voting rights	Full
<b>C. Selection and Role of Lay Members</b>	
a) That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.	Full
b) That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.	Full
<b>D. Voting</b>	Full
a) The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.	The policy is clear that only County Council members can vote. The Pensions Committee believes that the voting arrangements are justified, because in practice the vast majority of decisions are reached by consensus.
<b>E. Training/Facility Time/Expenses</b>	Full
a) That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.	Training is provided internally and externally and offered to all Pensions Committee and Board members. Reimbursement of expenses is covered by the members' allowance schemes in their authority.
b) That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.	Full
c) That the administering authority considers the adoption of annual training plans for committee members and maintains a log of all such training undertaken.	Full
<b>F. Meetings (frequency/quorum)</b>	
a) That an administering authority's main committee or committees meet at least quarterly.	Full
b) That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.	Not applicable
c) That administering authorities who do not include lay members in their formal governance arrangements, provide a forum outside of those arrangements by which the interests of key stakeholders can be represented.	Full An annual employers' forum is held to update employers on Pension Fund matters.
<b>G. Access</b>	
a) That subject to any rules in the council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main	Full

Pension Fund Compliance Statement	
Principle	Compliance and Comments
committee.	
<b>H. Scope</b> a) That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements.	Full
<b>I. Publicity</b> a) That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.	Full

### 3. Risk Management

Responsibility for the risk management of the Pension Fund rests with the Pensions Committee and is assisted by the Pensions Board in the monitoring of risks.

Key risks are incorporated in the Pension Fund's Risk Register, which was approved by the Pensions Committee on 7 March 2017 as part of the Funding Strategy Statement.

Four key risks to the Pension Fund have been identified:

- The Pension Fund's Investment Strategy does not deliver the long term projected investment returns and/or does not comply with legislation.
- The funding level of the Pension Fund deteriorates.
- Employers default on meeting their obligations to the Pension Fund and the Scheme.
- The Pension Fund and its third party providers do not comply with regulations, statute or procedure.

A number of underlying risk control mechanisms are in place that aim to manage these risks and these are detailed in the Funding Strategy Statement on page 74. Risks are monitored on a regular basis and quarterly reports are presented to the Pensions Committee and Board, providing an update on the status of these risks. The quarterly reports and minutes of the Pensions Committee and Board meetings are accessible from <https://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings.aspx>.

Investment risk and return objectives for the Pension Fund are set out in the Investment Strategy which is reviewed at regular intervals to ensure that it will achieve the objectives. Note 6.15 of the Financial Statements provides details on the nature and extent of risks arising from financial instruments and how these are managed.

Employers are monitored against a risk monitoring framework that aims to identify employers at an early stage who are at risk of defaulting on their obligations to the Pension Fund. A quarterly update is provided to the Pensions Committee and Board.

### 4. Administration

Hertfordshire County Council is the Administering Authority of the Pension Fund and administers the Scheme in conjunction with the contracted business services listed below.

#### **Scheme Administrator providing scheme administration services for members in conjunction with the County Council:**

- Local Pensions Partnership (LPP)

#### **Investment Managers during 2019/20 investing funds on behalf of the Pension Fund:**

- Allianz Global Investors Europe GmbH
- Baillie Gifford & Co.
- CBRE Global Collective Investors (UK) Limited
- HarbourVest Partners, LLC
- LGT Capital Partners (Ireland) Limited
- Macquarie Financial Products Management Limited
- Pantheon Ventures UK LLP
- Permira Advisers, LLP
- Royal London Asset Management Limited
- Standard Life Investments Limited
- UBS Group AG

#### **ACCESS Operator**

- Link Fund Solutions Ltd

#### **Custodian maintaining and managing investment records and safeguarding the Pension Fund's assets:**

- BNY Mellon Asset Servicing B.V. (for assets outside of the ACCESS pool)
- Northern Trust Corporation (through the ACCESS operator for assets within the ACCESS pool)

#### **Consulting Actuary providing actuarial services:**

- C McFadyen, Fellow of the Institute and Faculty of Actuaries, for and on behalf of Hymans Robertson LLP
- B Dodds, Fellow of the Institute and Faculty of Actuaries, for and on behalf of Hymans Robertson LLP

**Investment Consultant providing investment advice:**

- Mercer Limited

**Performance Measurement Consultants providing independent reporting on investment performance:**

- BNY Mellon Asset Servicing B.V. (for assets outside of the ACCESS pool)
- Northern Trust Corporation (through the ACCESS operator for assets within the ACCESS pool)

**Additional Voluntary Contributions providers for members wishing to increase benefits:**

- Utmost Life and Pensions Company
- Standard Life Assurance Company

**External Auditor:**

- Suresh Patel, for and on behalf of Ernst & Young LLP

**Banker:**

- Barclays Bank plc

**Legal advisor:**

- Squire Patton Boggs (UK) LLP

**The Pension Fund is a member or subscriber of the following bodies:**

- Local Authority Pension Fund Forum
- Local Government Pension Committee
- Pension and Lifetime Savings Association

**Key contacts**

**Administering Authority**

For Investments

Patrick Towey  
Herts Finance Service  
Hertfordshire County Council  
Postal Point CHO 327  
County Hall, Pegs Lane  
Hertford, SG13 8DQ

01992 555148

[pensions.team@hertfordshire.gov.uk](mailto:pensions.team@hertfordshire.gov.uk)

**Legal Adviser**

Quentin Baker  
Chief Legal Officer, Hertfordshire County Council

**Scheme Administrator**

For Benefits and Administration

Louise Charman  
Local Pensions Partnership  
Hertfordshire Pension Team  
Postal Point CHO 033  
County Hall, Pegs Lane  
Hertford, SG13 8DQ

01992 555478

[hertscc@localpensionspartnership.org.uk](mailto:hertscc@localpensionspartnership.org.uk)

**Administration Strategy**

The Pension Fund has published an Administration Strategy ("Strategy") that sets out the responsibilities of the Pension Fund and employers and defines the required performance standards expected of the Pension Fund and its employers and also provides details of the charges that will be levied for non-compliance.

The Strategy has been prepared in accordance with regulation 59 of the Local Government Pension Scheme Regulations 2013 (as amended). This enables a Local Government Pension Scheme Fund to prepare an administration strategy to support the delivery of a high quality administration service.

The Strategy was produced in consultation with employers and subsequent revisions are made in consultation with employers and approved by the Pensions Committee. The latest version was approved by the Pensions Committee on 27 February 2015 and implemented on 1 April 2015 and is accessible from the Pension Fund website at: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>.



## Annual Performance Report

A set of key performance indicators has been agreed and approved by the Pensions Committee and these are used to measure and report on the performance of the Administering Authority, the outsourced pensions administration service provider LPP and employers. Performance is reported to the Pensions Committee and Board on a quarterly basis and the reports and minutes from these meetings are accessible from:

<http://cmis.hertfordshire.gov.uk/hertfordshire/CabinetandCommittees.aspx>.

### Performance of the Administering Authority

The following table provides details of the Pension Fund's management costs shown as a unit cost per member (contributors, deferred and pensioner) and as a percentage of Net Assets, with comparative data for 2018/19.

	2018/19	2019/20	Trend
Total management costs per member	£119.48	£148.40	▲
Administrative expenses per member	£16.04	£19.24	▲
Total management costs as a percentage of Net Assets	0.27%	0.34%	▲

The Administering Authority is measured against performance and compliance with statutory requirements placed on administering authorities for the administration of pension funds. Performance of the Administering Authority is reviewed by periodic Internal Audit review and by the volume of complaints or internal disputes raised against the Administering Authority. The following provides details of performance for 2019/20:

- The annual external audit was carried out between February and July 2019 by Ernst & Young LLP. This reviewed the 2018/19 Annual Report and Accounts to provide a true and fair opinion on the financial statements. Ernst & Young LLP issued a positive Audit Results Report with no recommendations for improvements.
- As part of the annual external review of the 2019/20 Annual Report and Accounts, during February 2020, Ernst & Young LLP carried out an assessment of internal controls. Ernst & Young LLP's findings from the assessment will be published in September 2020 as part of the 2019/20 Audit Results Report for the Pension Fund.
- During 2019/20 there were seven Internal Disputes against the Administering Authority; none of these were upheld and five were outstanding at year end. A copy of the internal disputes resolution procedure is accessible from the Pension Fund website, <http://www.yourpension.org.uk/Hertfordshire/Information-for-members/Customer-Care-Complaints>
- The Pension Fund achieved the statutory deadline of 31 August 2019 for the issue of the 2019 Annual Benefit Statements for 99.7% of members. Those members who did not receive their statements by the deadline were supplied with an interim statement.

### Performance of the Pensions Administration Service

Performance of the pensions administration service delivered by the LPP is measured against targets set out in the Service Level Agreement and against the number of complaints raised about service delivery. The following provides details of performance for 2019/20:

- During 2019/20, 131 complaints were received; 101 of these were upheld and resolved, 28 were not upheld and 2 were outstanding at year end.
- Efficiency of the pensions administration service is measured against Service Level Agreement performance targets which are monitored and reported on a monthly basis. The following chart sets out results for 2019/20 for key service tasks.

Pensions Administration Task	Annual Total	Standard <sup>1</sup>	Within Standard
Joiners to the LGPS	11504	6 working days	99.92%
Pensions transfers in and out	4295	6 working days	97.46%
Processing pensions benefits for retirements and deaths	6337	5 working days	98.09%
Providing deferred members with a benefit statement	5486	30 working days	98.94%
Processing refunds of pensions contributions	4194	5 working days	97.66%
Providing estimates of retirement benefits	3232	5 working days	98.51%

<sup>1</sup> From receipt of accurate information

## Performance of Employers

Employers' performance in administering the Scheme is measured against targets set out in the Administration Strategy and compliance with performance standards. The following provides details of performance for 2019/20:

- A total of 47 charges were levied against 28 employers (10.77% of active employers) for late submission of contribution returns or late payment of monthly contributions. Interest was levied on employers for late payment of contributions in accordance with regulation 70 of the Local Government Pension Scheme Regulations 2013 (as amended).
- 95.75% of active employers paid contributions by the due date each month.
- 87.98% of active employers submitted monthly contribution returns by the due date.

To ensure compliance with the statutory deadline for the issue of the 2019/20 Annual Benefit Statements to LGPS members, the Pension Fund worked with scheme employers to ensure they understood their responsibilities under the Scheme and the sanctions that may apply if requirements were not met and implemented a communication plan for advising scheme employers of the requirements, timescales and support available.

## 5. Communication

The Pension Fund has published a Communication Policy Statement which sets out how it communicates with employers and representatives of employers, Scheme members and prospective Scheme members. It was approved by the Pensions Committee on 4<sup>th</sup> September 2017.

### Communication Policy Statement

This Statement is prepared in accordance with Regulation 61 of the Local Government Pension Scheme Regulations 2013, which requires an Administering Authority to prepare, maintain and publish a statement on its policy for communicating with members and employing authorities.

### Employers

The following methods are used to communicate with employers in the Pension Fund:

- **Annual General Meeting/Employer Forum**  
All employers are invited to attend, to listen to presentations on topical issues and to raise questions about the Pension Fund.
- **Quarterly Employer Newsletters and Ad Hoc Bulletins**  
All employers receive quarterly newsletters which provide information, advice and guidance about administering the Scheme. Ad hoc bulletins are also published to advise employers about specific issues that require attention or action e.g. changes to Scheme regulations.
- **Annual Report and Accounts**  
A copy of this publication is sent to all employers and is available from the Pension Fund's website: <https://www.yourpension.org.uk/Hertfordshire/Fund-information/Annual-reports.aspx>
- **Hertfordshire Chief Finance Officers' Meeting**  
The Assistant Director (Finance) for the County Council keeps in contact with the District and Borough Councils through these meetings and keeps them up to date with pension matters.
- **Pension Committee Reports and Minutes**  
These are available to employers and members who wish to review them, from the Hertfordshire County Council website: <http://cmis.hertfordshire.gov.uk/hertfordshire/CabinetandCommittees.aspx>
- **Pension Board Reports and Minutes**  
These are available to employers and members who wish to review them, from the Hertfordshire County Council website: <http://cmis.hertfordshire.gov.uk/hertfordshire/CabinetandCommittees.aspx>
- **Guidance and Help**  
Hertfordshire County Council staff and the Local Pensions Partnership (LPP), the Pension Fund's outsourced scheme administrator, are available to give advice on the telephone, by letter or by email. Comprehensive information and guidance is also accessible from the Pension Fund website: <https://www.yourpension.org.uk/Hertfordshire/Pensions-Home.aspx>

## **Scheme Members\***

The following methods are used to communicate with Scheme members:

- **Telephone Helpline**  
The LPP provide a telephone helpline for all enquiries from Scheme members on any aspect of their pension arrangements.
- **Annual Benefit Statements**  
All active and deferred Scheme members receive an Annual Benefit Statement (ABS) setting out the level of benefits that have been built-up, along with a forecast of benefits at retirement.
- **Internet**  
The Pension Fund's website provides information about Scheme benefits. Scheme members may also have access to information about their pension benefits by subscribing to an online service.
- **Information Letters**  
Information about changes in regulations is provided to employees via their employers in a range of media, including e-mail and letter.
- **Payslips**  
All pensioners receive at least three payslips each year and messages are included whenever there is new information to be communicated.
- **Newsletter for Pensioners**  
An annual newsletter is mailed to pensioners and two in-year newsletters are published and are accessible from the Pension Fund website.

\*The scheme has largely moved to electronic means of communication (including ABS Statements, Payslips and Pensioner Newsletters) with members, as opposed to paper copies, where possible. This includes online self-service, as well as e-mail communications, notifications and alerts. The Fund provided members with two written notices to this effect, allowing members the opportunity to opt-out of electronic communication, and continue to receive paper copies.

## **Prospective Scheme Members**

The methods used to ensure that prospective members are aware of the Scheme and its benefits are:

- **Job Advertisements**  
Many employers advertise the benefits of the Scheme in their job advertisements.
- **Scheme Booklet**  
All new starters in the employing organisations in the Pension Fund are provided with a Scheme booklet which summarises the benefits available from the Pension Fund.
- **Induction Sessions**  
Employers in the Pension Fund are encouraged to include pensions in their induction sessions for new starters.

## 6. Actuarial Valuation Report

The Pension Fund is financed by contributions from employees and employers and by investment income earned on accumulated funds not immediately required for the payment of benefits and expenses. The Pension Fund Actuary reports periodically to the County Council on the Pension Fund's solvency and to identify the contributions payable by employers to the Pension Fund in the future to meet the funding objectives of the Pension Fund.

The Pension Fund has published a Funding Strategy Statement (see page 74), which sets out the Pension Fund's strategy for meeting employers' pension liabilities. The aim of the funding strategy is to ensure the long-term solvency of the Pension Fund and to ensure that sufficient funds are available to meet all benefits as they fall due for payment. The Pension Fund Actuary takes account of the Funding Strategy Statement when advising on the level of employer contributions to be paid.

### **Actuarial Statement for 2019/20 Provided by Hymans Robertson LLP**

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

### **Description of Funding Policy**

The funding policy is set out in the Administering Authority's Funding Strategy Statement (FSS). In summary, the key funding principles are as follows:

- to ensure the long-term solvency of the Fund using a prudent long term view. This will ensure that sufficient funds are available to meet all members'/dependants' benefits as they fall due for payment;
- to ensure that employer contribution rates are reasonably stable where appropriate;
- to minimise the long-term cash contributions which employers need to pay to the Fund, by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return (this will also minimise the costs to be borne by Council Tax payers);
- to reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

The FSS sets out how the Administering Authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable. For employers whose covenant was considered by the Administering Authority to be sufficiently strong, contributions have been stabilised to have a sufficiently high likelihood of achieving the funding target over 20 years. Asset-liability modelling has been carried out which demonstrate that if these contribution rates are paid and future contribution changes are constrained as set out in the FSS, there is at least a 71% likelihood that the Fund will achieve the funding target over 20 years.

### **Funding Position as at the last formal funding valuation**

The most recent actuarial valuation carried out under Regulation 62 of the Local Government Pension Scheme Regulations 2013 was as at 31 March 2019. This valuation revealed that the Fund's assets, which at 31 March 2019 were valued at £4,835 million, were sufficient to meet 98% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting deficit at the 2019 valuation was £87 million. Each employer had contribution requirements set at the valuation, with the aim of achieving full funding within a time horizon and probability measure as per the FSS. Individual employers' contributions for the period 1 April 2020 to 31 March 2023 were set in accordance with the Fund's funding policy as set out in its FSS.

### **Principal Actuarial Assumptions and Method used to value the liabilities**

Full details of the methods and assumptions used are described in the 2019 valuation report.

### **Method**

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date; and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

### Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2019 valuation were as follows:

### Financial Assumptions

Financial assumptions	31 March 2019
Discount rate	3.4%
Salary increase assumption	2.7%
Benefit increase assumption (CPI)	2.3%

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Fund's VitaCurves with improvements in line with the CMI 2018 model, an allowance for smoothing of recent mortality experience and a long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are as follows:

### Males/Females

	Males	Females
Current Pensioners	21.9 years	24.1 years
Future Pensioners*	22.8 years	25.5 years

\*Aged 45 at the 2019 Valuation.

Copies of the 2019 valuation report and Funding Strategy Statement are available on request from the Administering Authority to the Fund.

### Experience over the period since 31 March 2019

Markets were disrupted by COVID 19 which resulted in difficult market conditions towards the end of the financial year. As a result, the funding level of the Fund as at 31 March 2020 has reduced versus that reported in the previous formal valuation.

The next actuarial valuation will be carried out as at 31 March 2022. The Funding Strategy Statement will also be reviewed at that time.

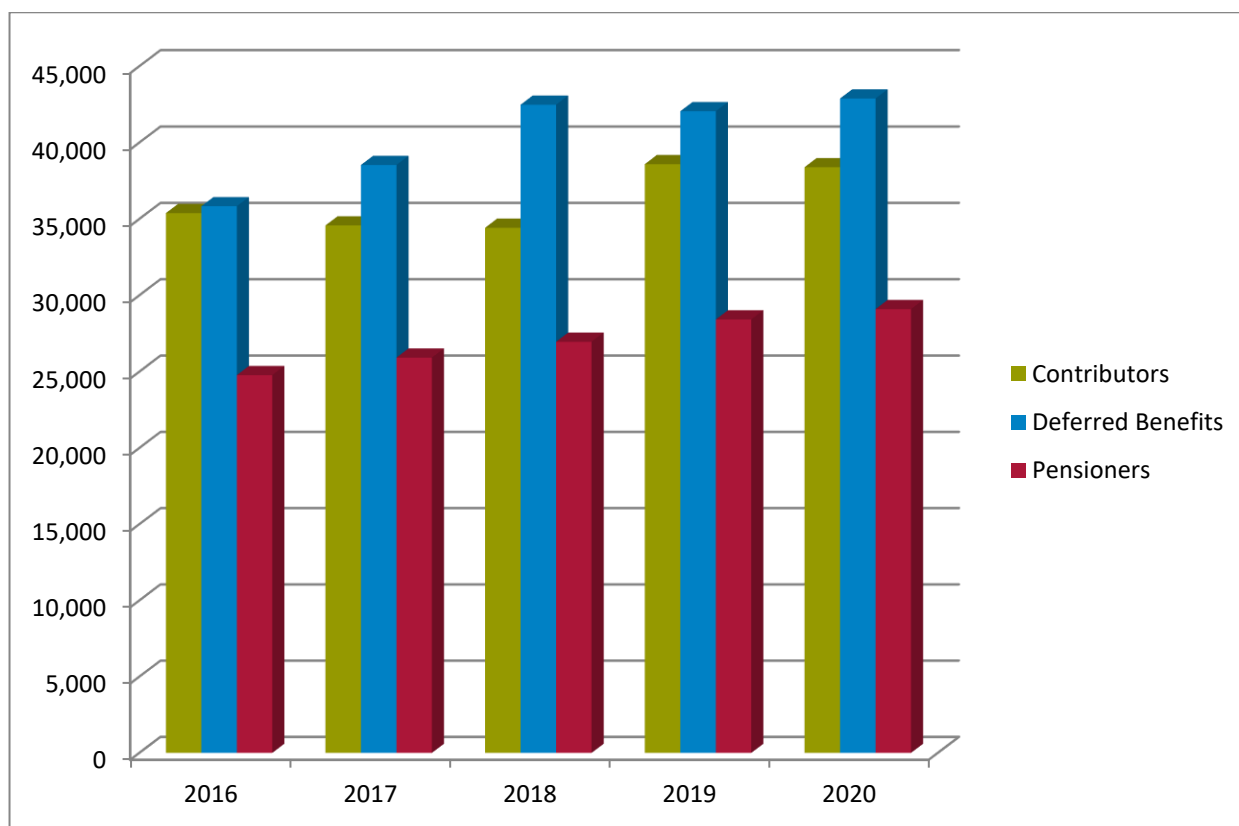
Barry Dodds

17 June 2020

For and on behalf of Hymans Robertson LLP

## 7. Membership

The following graph shows the changes in membership over the last five years and the following table analyses the membership between member groups along with comparative figures for 2020.



31 March 2019 <sup>1</sup>		31 March 2020
38,590	Contributors	38,383
28,419	Pensioners	29,094
42,054	Deferred benefits (former contributors)	42,887
<b>109,063</b>	<b>Total Members</b>	<b>110,364</b>

<sup>1</sup> The 2018/19 membership figures have been updated from those published in the 2018/19 Annual Report following late notifications of changes of membership. This is to ensure that the most accurate figures available are reported.

Changes in contributor members during the year	
Admissions	7,703
Retirements	(585)
Other leavers	(7,319)
<b>Total net movement</b>	<b>(201)</b>

The table below shows an analysis of the membership of the Pension Fund between the Administering Authority, admitted bodies and other employers at 31 March 2020.

	Contributors	Pensioners	Deferred Benefits
Administering Authority	20,030	15,272	27,198
Admitted Bodies	1,549	2,305	1,824
Other scheduled bodies	16,804	11,515	13,865
<b>Total</b>	<b>38,383</b>	<b>29,094</b>	<b>42,887</b>

## **1. Statement of Responsibilities**

### **Hertfordshire County Council's Responsibilities**

Hertfordshire County Council is the Administering Authority of the Pension Fund. The Administering Authority is required to:

- make arrangements for the proper administration of the financial affairs of the Pension Fund and to secure that one of its officers has responsibility for the administration of those affairs. In this Administering Authority that officer is the Director of Resources;
- manage the affairs of the Pension Fund to secure economic, efficient and effective use of the Pension Fund's resources and safeguard its assets; and
- approve the Statement of Accounts.

### **The Director of Resources' Responsibilities**

The Director of Resources is responsible for the preparation of the Pension Fund's statement of accounts in accordance with proper practices as set out in the Chartered Institute of Public Finance and Accountancy (CIPFA) and Local Authority (Scotland) Accounts Advisory Committee (LASAAC) Code of Practice on Local Authority Accounting in the United Kingdom.

In preparing this statement of accounts, the Director of Resources has:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent; and
- complied with the Code of Practice.

The Director of Resources has also:

- kept proper accounting records which were up to date; and
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

## **2. Independent Auditor's Report to the Members of Hertfordshire County Council on the Pension Fund's financial statements**

### **Opinion**

We have audited the pension fund financial statements for the year ended 31 March 2020 under the Local Audit and Accountability Act 2014. The pension fund financial statements comprise the Fund Account, the Net Assets Statement and the related notes 1 to 23. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20.

In our opinion the pension fund financial statements:

- give a true and fair view of the financial transactions of the pension fund during the year ended 31 March 2020 and the amount and disposition of the fund's assets and liabilities as at 31 March 2020; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report below. We are independent of the pension fund in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and the Comptroller and Auditor General's (C&AG) AGN01, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Director of Resources use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Director of Resources has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the pension fund's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Director of Resources is responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact.

We have nothing to report in this regard.



## **Matters on which we report by exception**

We report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make written recommendations to the audited body under Section 24 of the Local Audit and Accountability Act 2014;
- we make an application to the court for a declaration that an item of account is contrary to law under Section 28 of the Local Audit and Accountability Act 2014;
- we issue an advisory notice under Section 29 of the Local Audit and Accountability Act 2014; or
- we make an application for judicial review under Section 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

## **Responsibility of the Director of Resources**

As explained more fully in the Statement of the Director of Resources' Responsibilities, the Director of Resources is responsible for the preparation of the Authority's Statement of Accounts, which includes the pension fund financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20, and for being satisfied that they give a true and fair view.

In preparing the financial statements, the Director of Resources is responsible for assessing the Pension Fund's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Pension Fund either intends to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## **Use of our report**

This report is made solely to the members of Hertfordshire County Council, as a body, in accordance with Part 5 of the Local Audit and Accountability Act 2014 and for no other purpose, as set out in paragraph 43 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Hertfordshire Pension Fund and the Hertfordshire County Council members as a body, for our audit work, for this report, or for the opinions we have formed.

Suresh Patel (Key Audit Partner)  
Ernst & Young LLP (Local Auditor)  
Luton  
Date: 27 November 2020

## 3. Fund Account

2018/19		Note	2019/20	
£000s	£000s		£000s	£000s
37,082	Contributions receivable from members	1	39,148	
142,856	Contributions receivable from employers	1	146,551	
17,759	Transfers in from other schemes or funds	2	38,519	
9	Other income		1	
	<b>197,706</b>			<b>224,220</b>
(130,031)	Pensions Payable		(137,246)	
(25,092)	Commutation of pensions and lump sum retirement benefits		(22,990)	
(3,094)	Lump sum death benefits		(4,236)	
	<b>(158,217)</b>	<b>3</b>		<b>(164,472)</b>
(497)	Refunds of contributions		(670)	
4	State scheme premiums		6	
(8,472)	Transfers out to other schemes	4	(14,004)	
	<b>(8,964)</b>			<b>(14,668)</b>
	<b>(50)</b>			<b>(258)</b>
	<b>30,474</b>			<b>44,822</b>
	<b>Net additions / (withdrawals) from dealings with those directly involved in the Scheme</b>			
(1,729)	Administrative costs		(2,124)	
(1,217)	Oversight and governance costs		(1,576)	
(9,936)	Investment management expenses	5	(12,679)	
	<b>(12,882)</b>			<b>(16,378)</b>
	<b>Management expenses</b>			
28,106	Investment Income	6	42,980	
(156)	Taxes on income		(284)	
290,445	Profits and losses on disposals of investments and changes in value of investments	7	(100,236)	
	<b>318,394</b>			<b>(57,539)</b>
	<b>Net return on investments</b>			
	<b>335,987</b>			<b>(29,095)</b>
	<b>Net increase / (decrease) in the net assets available for benefits during the year</b>			
	<b>4,499,017</b>			<b>4,835,004</b>
	<b>Opening net assets of the Fund</b>			
	<b>4,835,004</b>			<b>4,805,909</b>
	<b>Closing net assets of the Fund</b>			

## 4. Net Assets Statement

31 March 2019		Note	31 March 2020	
£000s	£000s		£000s	£000s
472,469			451,306	
	Equities			
	<u>Pooled investment vehicles</u>			
332,065	Pooled property investments		432,234	
1,898,841	Unitised insurance policies		1,693,377	
1,298,690	Unit trusts		1,322,055	
143,294	Private Equity		185,037	
59,798	Infrastructure Debt		115,991	
507,774	Other managed funds		496,126	
355	Derivative contracts	9	9,657	
83,796	Cash deposits		41,998	
2,094	Other investment balances		5,061	
	<b>4,799,177 Total investment assets</b>	8a	<b>4,752,842</b>	
(910)	Derivative contracts	9	-	
-	Other investment balances		-	
	<b>(910) Total investment liabilities</b>			-
	<b>4,798,267 Total investment assets and liabilities</b>	8a	<b>4,752,842</b>	
739	Long term assets	10	-	
	<b>739 Total non-current assets and liabilities</b>			-
39,961	Current assets	11	56,451	
(3,963)	Current liabilities	12	(3,385)	
	<b>35,998 Total current assets and liabilities</b>			53,066
	<b>4,835,004 Net assets of the Scheme available to fund benefits as at 31 March</b>			<b>4,805,909</b>

S Crudgington  
Director of Resources

## 5. Statement of Accounting Policies

### Basis of Preparation

The accounts have been prepared in accordance with the provisions of the Code of Practice on Local Authority Accounting in the United Kingdom 2019/20 which is based upon International Financial Reporting Standards, as amended for the UK public sector.

The accounts summarise the transactions for the 2019/20 financial year and net assets of the Pension Fund as at 31 March 2020. The accounts do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year. The actuarial present value of promised retirement benefits at the Net Assets Statement date is detailed in section 6.16.

The accounts have been prepared on a going concern basis. The Hertfordshire Pension Fund is an open scheme with strong a covenant from the participating employers and therefore able to take a long term outlook when considering the general funding implications of external events.

The Fund was 98% funded at the 31 March 2019 valuation and has increased slightly to 98.3% at 31 March 2020. The Fund is cash flow neutral with the majority of the investment income being reinvested into the respective investment for added growth. The Fund is in a position to draw on its investments in the most appropriate order, should short term liquidity be required.

### Valuation of Assets

Financial assets are included in the Net Asset Statement on a fair value basis as at the reporting date. A financial asset or liability is recognised in the Net Asset Statement on the date the Pension Fund becomes party to the contractual acquisition of the asset or to the liability. From this date, any gains or losses arising from changes in the fair value of the asset or liability are recognised in the Fund Account. The values of investments as shown in the Net Asset Statement have been determined at fair value in accordance with the regulation of the Code, IFRS13 and IFRS9. The values on investments as shown in the net assets statement have been determined as follows:

- Market-quoted securities, for which there is a readily available market price, are valued at bid price at the close of business on the net asset date.
- Fixed interest securities are recorded at net market value based on their current yields.
- Pooled investment vehicles are valued at the closing bid price if both bid and offer prices are quoted by the respective Investment Managers. If only a single price is quoted, investments are valued at the closing single price. In the case of pooled investment vehicles that are accumulation funds, the change in market value also includes income, which is reinvested in the fund net of applicable withholding tax.
- Unquoted investments for which market quotations are not readily available are valued having regard to the latest dealings, professional valuations, asset values and other appropriate financial information.
- Indirect private equity investments are interests in limited partnerships and are stated at the partnership's estimate of fair value. Investments are valued based on the Pension Fund's share of the net assets of the private equity fund. For private equity limited partnerships there is usually a time delay in receiving information from the private equity Investment Managers. The valuations shown in the Net Assets Statement for these investments are the latest valuations provided to the Pension Fund, adjusted for cash movements between the valuation date and the net asset date.
- Forward foreign exchange contracts are stated at fair value which is determined as the gain or loss that would arise from closing out the contract at the balance sheet date by entering into an equal and opposite contract.
- Investment assets and liabilities include cash balances held by the Investment Managers and debtor and creditor balances in respect of investment activities as these form part of the net assets available for investment.
- Rights issues are processed on ex-date. If the value of the rights on ex-date is 15% or more of the value of the underlying security, cost is allocated from the parent to the rights. If the value is less than 15%, the rights are allocated at zero cost.

### Cash and Cash Equivalents

Cash is cash in hand and deposits with any financial institution, repayable without penalty and on notice of not more than 24 hours. Cash equivalents comprise investments that are held to meet short-term liabilities rather than for investment or other purposes. These are short term, highly liquid investments that are readily convertible to known amounts of cash and that are subject to minimal risk of changes in value. Bank overdrafts, repayable on demand and which form an integral part of the County Council's treasury management function, are also included as a component of cash and cash equivalents.

## Foreign Currency Translation

All investments are shown in Sterling. Dividends, interest, purchases and sales of investments in foreign currencies have been accounted for at the spot market rate at the date of transaction. End of year spot market exchange rates are used to value foreign currency cash balances, market values of overseas investments and purchases and sales outstanding at the net asset date.

Gains and losses on exchange arising from foreign currency investment and cash balances are included within the Fund Account for the year.

## Management Expenses

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016, allows the Administering Authority to charge directly to the Pension Fund any costs or expenses incurred in administering it. Management expenses are accounted for on an accruals basis and disclosed in accordance with the 2016 CIPFA guidance 'Accounting for Local Government Pension Scheme Management expenses' and analysed between administrative costs, oversight and governance costs and investment management expenses.

Fees of the external Investment Managers are agreed in the respective mandates governing their appointment. Fees are based on the market value of the portfolio under management. Where an Investment Manager's fee note has not been received for the final period, an estimate based on the market value of their mandate as at the end of the year is used for inclusion in the Fund Account. In 2019/20, £0 was based on such estimates.

Investment management expenses include transaction costs relating to the purchase and sale of investments.

## VAT

The Pension Fund is exempt from VAT and is therefore able to recover such deductions. Investment management and administrative expenses are therefore recognised net of any recoverable VAT.

## Benefits Payable

Pension and lump sum benefits payable include all amounts known to be due as 31 March 2020. Any amounts due but unpaid are disclosed in the Net Assets Statement as current liabilities.

## Contributions

Normal contributions, both from members and employers, are accounted for on an accruals basis, at the percentage rate certified by the Pension Fund Actuary in the payroll period to which they relate. Employer deficit funding contributions are accounted for on an accruals basis in accordance with the period to which they relate or are due, or on a cash basis if the payment is an additional contribution in excess of the minimum required by the Pension Fund Actuary and set out in the Rates and Adjustments Certificate.

Pension strain contributions and employers' augmentation contributions are accounted for in the period in which the liability arises. Any amount due in year but unpaid is classed as a current financial asset.

## Transfers to and from other schemes

Transfer values represent the amounts received and paid during the year for members who have joined or left the Pension Fund during the financial year and are calculated in accordance with Scheme regulations. Transfer values are treated on a cash basis when they are paid or received, which is normally when the member liability is accepted or discharged. Transfers in from members wishing to use the proceeds of their additional voluntary contributions to purchase Scheme benefits are accounted for on a receipts basis and are included in transfers in. Bulk transfers are accounted for on an accrual's basis in accordance with the terms of the transfer agreement.

## Investment Income

Investment income earned by the Pension Fund on its investments is recognised as follows:

- Interest income is recognised in the Fund Account as it accrues, using the effective interest rate of the financial instrument as at the date of acquisition or origination. Income includes the amortisation of any discount or premium, transaction costs or other differences between the initial carrying amount of the instrument and its amount at maturity calculated on an effective interest rate basis.

## Financial Statements

- Dividend income is recognised on the date the shares are quoted ex-dividend. Any amount not received by the end of the reporting period is disclosed in the Net Assets Statement under other investment balances.
- Investment income earned on pooled investment vehicles that are accumulation funds, where income is retained and automatically reinvested, are shown as changes in the value of investments in the Fund Account.
- Income from private equity investments are reported on the quarterly valuations provided by the private equity Investment Managers. Income is recognised in the period in which the valuation is received.
- Distributions from other pooled investment vehicles are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the Net Asset Statement under other investment balances.
- Changes in the value of investment income are accounted for as income and comprise all realised and unrealised profits and losses during the year.

## Taxation

The Pension Fund is a registered public service scheme under section 1(1) of Schedule 36 of the Finance Act 2004 and as such, is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. Tax is deducted from dividends paid on UK equities, which is not recoverable. Income from overseas investments suffers a withholding tax in the country of origin, unless exemption is permitted. Provision is made for the estimated sums to be recovered and income grossed up accordingly. Irrecoverable tax is accounted for as a Pension Fund expense as it arises.

## Security Lending

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended) permit the Pension Fund to lend up to 35% of its securities from its portfolio of stocks to third parties in return for collateral. The Pension Fund has set a limit of 20% of the total Fund value. The securities on loan are included in the Net Assets Statement to reflect the Pension Fund's continuing economic interest of a proprietorial nature in these securities.

## Additional Voluntary Contribution Investments

The County Council has arrangements with the Standard Life Assurance Company and the Utmost Life and Pensions Company to enable employees to make Additional Voluntary Contributions (AVCs) to enhance their pension benefits. AVCs are invested separately from the Pension Fund's main assets and the assets purchased are specifically allocated to provide additional benefits for members making AVCs. As these contributions do not form part of the Pension Fund's investments, the value of AVC investments are excluded from the Pension Fund's Net Assets Statement in accordance with regulation 4(2)(c) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended).

## Actuarial present value of promised retirement benefits

The actuarial present value of promised retirement benefit is assessed on an annual basis by the Scheme actuary in accordance with the requirements of IAS 19 and relevant actuarial Standards. As permitted under the Code, the Fund has opted to disclose the actuarial present value of promised retirement benefits by way of a note to the accounts.

## Prior period adjustments

There were no material prior period adjustments in 2019/20 that require disclosure.

## Going Concern

Due to the Covid-19 global pandemic, global markets have been volatile in the latter part of 2019/20, decreasing the Pension Fund's funding level to 92.7%<sup>1</sup>, a decrease from the 98.2% at the recent 2019 triennial valuation. Though markets sharply decreased in the early stages of the pandemic, markets have since rebounded with government and central bank intervention, causing a 12.2% investment return in Q1 2020/21, a sharp contrast to the -8.1% in the previous quarter. At June 2020, the funding level had increased back to 98.3%<sup>1</sup>, taking into account the large asset returns and increased liabilities of the fund. Since the June 2020 position, the Pension Fund has put into place an equity protection strategy, this will minimise the impact of a market fall if a second wave occurs and market conditions deteriorate.

The Pension Fund has sufficient liquidity to meet fund benefits as they fall due without the need to liquidate investments. The fund has been cashflow positive for a number of years, with the current forecast projection of £9.7m increased cash in the next 12 months. If cashflow issues arose, the fund has the ability to liquidate £4.015b of investments (84.5%) in under 3 months, with assets such as equities (£451.3m) and index linked gilts (£830.4) available in a number of days.

As the Covid-19 situation has unfolded, the Pension Fund has been proactive in reviewing all employers to ensure there was no material risk to the Fund with employers defaulting on their contributions. Since April 2020, all employers are paying their contributions as per the rates and adjustment certificate.

<sup>1</sup>The figures are approximate, based on a rollforward approach from the 31 March 2019 valuation position rather than based on a full valuation at the effective date and therefore are not as accurate as a full valuation. They are on a consistent basis with those presented in the 31 March 2019 valuation report, updated for market conditions at the effective date.

### Events after the Net Asset Date

Following the significant market falls in March 2020, global markets remain volatile whilst the effects of the coronavirus pandemic becomes clearer on the future growth for the world economy and the individual performance of companies.

As infection rates in parts of the world start to fall, and individual countries plan to reopen their economies, markets will remain volatile as they react to news as to whether a second wave of infections can be avoided. Since April, markets have recovered some of the falls experienced in March and the Fund value as at the end of June 2020 is £5,357.8 billion.

### Critical judgements in applying accounting policies

In applying the accounting policies set out above, the Pension Fund has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the accounts are:

- **Valuation of private equity investments:** Unquoted private equities are valued by the Investment Managers using the International Private Equity and Venture Capital Valuation Guidelines. These are inherently based on forward looking estimates and judgements involving many factors.
- **Pension fund liability:** The Pension Fund liability is calculated every three years by the Pension Fund Actuary, with annual updates in the intervening years. The methodology used is in line with accepted guidelines and in accordance with IAS19. Assumptions underpinning the valuations are agreed with the Actuary and are summarised in Note 16. This estimate is subject to significant variances based on changes to the underlying assumptions.

### Assumptions made about the future and other major sources of estimation uncertainty

Preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the net asset date and the amounts reported for revenues and expenses during the year. Estimates and assumptions are made taking into account historical experience, current trends and other relevant factors. However, the nature of estimation means that actual outcomes could differ from those assumptions and estimates. The key judgements and estimation uncertainty that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are:

- **Valuation of private equity investments:** The valuations for private equity investments shown in the Net Assets Statement are based on the latest valuations provided to the Pension Fund, adjusted for cash movements between the valuation date and the net asset date. This may result in a variance between the valuation included in the Financial Statements and the actual value of the Pension Fund's investments as at 31 March 2020 issued by each of the private equity Investment Managers. At 31 March 2020 private equity investments totalled £274.5 million (including private equity investments held within the Global Alternatives Fund).
- **Contractual commitments:** Commitments to the private equity, infrastructure debt and private rental sector funds are made in local currency (Sterling, Euros and US Dollars). The total remaining commitment to each fund at 31 March 2020 has been converted to base currency, based on exchange rates applicable at the net asset date. The exact timing and amounts of when the Pension Fund's commitment will be drawn down is uncertain and therefore the actual payments made by the Pension Fund may be different from the estimates.
- **Actuarial present value of promised retirement benefits:** Estimation of the liability to pay retirement benefits depends on a number of complex judgements relating to the discount rate used to value the liabilities, the rate at which salaries increase, and changes in retirement ages and mortality rates. The consulting actuary to the Pension Fund, Hymans Robertson, is engaged to provide the Pension Fund with expert advice about the assumptions to be applied. Further information about the key assumptions used to calculate the actuarial present value of promised retirement benefits and the effect on the pension's liability of changes in individual assumptions are shown in section 6.16.

*NOTE: values throughout these accounts are presented rounded to the nearest thousand. Totals in supporting tables and notes may not appear to cast, cross-cast, or exactly match to the core statements or other tables due to rounding differences.*





### 6.3 Benefits

2018/19		2019/20
£000s		£000s
70,031	Administering Authority	71,322
72,578	Other Scheduled Bodies	76,419
15,608	Admitted Bodies	16,732
<b>158,217</b>	<b>Total benefits payable</b>	<b>164,472</b>

### 6.4 Transfers to other Schemes or Funds

2018/19		2019/20
£000s		£000s
8,472	Individual transfers	14,004
-	Bulk transfers	-
<b>8,472</b>	<b>Total transfers out to other schemes</b>	<b>14,004</b>

### 6.5 Management Expenses

The Pension Fund's Investment Managers are remunerated on the basis of fees calculated as a percentage of assets under management or as a fixed annual fee. Some Investment Managers also have a performance related fee, payable where performance exceeds the performance target. Performance targets are detailed within the Investment Strategy Statement, which is included in the main Pension Fund Annual Report 2019/20, available from the pension fund's website (<https://www.yourpension.org.uk/Hertfordshire/Fund-information/Annual-reports.aspx>) .

Investment management expenses include transaction costs associated with the acquisition, issue or disposal of Pension Fund assets and associated financial instruments. In addition to these costs, indirect costs are incurred through the bid-offer spread on investments sales and purchases. These are reflected in the cost of investment acquisitions and in the proceeds from the sales of investments set out in note 6.7.

The Pension Fund's assets are held in custody by an independent custodian. The custodian is responsible for the safekeeping of the Pension Fund's financial assets, the settlement of transactions, income collection, tax reclamation and other administrative actions in relation to the Pension Fund's investments.

The Pension Fund's performance measurement service is provided by BNY Mellon. An analysis of the Pension Fund's performance is shown in the Investment Performance section on pages 66 – 68.

2018/19		2019/20
£000s		£000s
9,407	Management fees	12,302
360	Transaction costs	180
168	Custody fees	197
<b>9,936</b>	<b>Total investment management expenses</b>	<b>12,679</b>

An analysis of transaction costs by asset class is shown in the following table;

2018/19		2019/20
£000s		£000s
253	Equities	44
5	Unitised Insurance Policies	-
83	Unit Trusts	57
11	Infrastructure Debt	65
-	Property	5
9	Alternatives	9
<b>360</b>	<b>Total transaction costs</b>	<b>180</b>

## 6.6 Investment Income

### a) Analysis of investment income

2018/19		2019/20
£000s		£000s
-	Income from fixed interest securities	-
19,206	Dividends from equities	9,115
-	Income from bonds	-
Income from pooled investment vehicles:		
7,590	- Pooled property investments	8,366
884	- Other pooled investments	22,903
331	Interest on cash deposits	2,565
95	Other investment income	31
<b>28,106</b>	<b>Total investment income</b>	<b>42,980</b>

An analysis of investment income accrued during 2018/19 and 2019/20 is shown in the following table.

2018/19					2019/20			
UK	Overseas	Global	Total		UK	Overseas	Global	Total
£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s
10,936	8,270	-	19,206	Equities	1,116	7,998	-	9,115
-	-	-	-	Bonds	-	-	-	-
7,424	1,050	-	8,474	Alternatives	31,266	3	-	31,269
203	128	-	331	Cash and cash equivalents	1,202	1,363	-	2,565
45	50	-	95	Other	-	31	-	31
18,607	9,499	-	28,106	Total investment income	33,584	9,396	-	42,980

### b) Securities lending

The Pension Fund has an arrangement with its Custodian to lend securities from within its portfolio of stocks to third parties in return for collateral. Collateralised lending generated income of £31,298 for 2019/20 (£57,241 for 2018/19). This is included within investment income in the Fund Account.

The Pension Fund obtains collateral at 102% of the market value of securities loaned for collateral denominated in the same currency as that of the loans, or 105% in the case of cross-currency collateral. The market value of securities on loan and collateral held at 31 March 2019 and 2020 is shown in the following table, analysed by collateral type.

2018/19		2019/20	
Market value of securities on loan	Collateral held	Market value of securities on loan	Collateral held
£000s	£000s	£000s	£000s
19,429	20,125	21,975	22,957
3,413	3,597	13,064	14,103
<b>22,842</b>	<b>23,722</b>	<b>35,040</b>	<b>37,060</b>

## 6.7 Profit and Losses on the Disposal of Investments and Changes in the Value of Investments

An analysis of investment transactions in 2019/20 is shown in the following table.

Value at 31 March 2019		Purchases at cost and derivative payments	Sale proceeds and derivative receipts	Profits and losses on disposals and change in value of investments	Transfer to Other Categories	Value at 31 March 2020
£000s		£000s	£000s	£000s	£000s	£000s
<u>Equities</u>						
38,827	UK	2,857	(10,086)	(8,665)	-	22,933
433,642	Overseas	50,951	(37,176)	(19,044)	-	428,373
<u>Pooled investment vehicles</u>						
332,065	Pooled property investments	108,279	(24,203)	16,093	-	432,234
1,898,841	Unitised insurance policies	459,068	(569,605)	(94,926)	-	1,693,377
1,298,690	Unit trusts	44,635	(8,312)	(12,958)	-	1,322,055
143,294	Private equity	43,104	(30,334)	28,973	-	185,037
59,798	Infrastructure Debt	50,890	(1,422)	6,725	-	115,991
507,774	Other managed funds	-	(1,572)	(10,076)	-	496,126
(555)	Derivative contracts (net) <sup>1</sup>	31,467	(14,551)	(6,704)	-	9,657
83,796	Cash deposits	-	(42,145)	347	-	41,998
<b>4,796,172</b>	<b>Subtotal</b>	<b>791,252</b>	<b>(739,407)</b>	<b>(100,236)</b>	<b>-</b>	<b>4,747,781</b>
2,094	<b>Net other investment balances <sup>2</sup></b>	-	2,578	-	-	5,061
<b>4,798,267</b>	<b>Total investments assets / (liabilities)</b>	<b>791,252</b>	<b>(736,829)</b>	<b>(100,236)</b>	<b>-</b>	<b>4,752,842</b>

<sup>1</sup> Net forward foreign exchange assets/liabilities (see note 6.8a).

<sup>2</sup> Net other investment balances assets/liabilities (see note 6.8a). Accrued income shown within closing balance.

## Financial Statements

An analysis of investment transactions in 2018/19 is shown in the following table.

Value at 31 March 2018		Purchases at cost and derivative payments	Sale proceeds and derivative receipts	Profits and losses on disposals and change in value of investments	Transfer to Other Categories <sup>3</sup>	Value at 31 March 2019
£000s		£000s	£000s	£000s	£000s	£000s
<u>Equities</u>						
427,445	UK	73,883	(120,581)	(103,868)	(238,051)	38,827
387,666	Overseas	42,571	(40,865)	44,269	-	433,642
<u>Pooled investment vehicles</u>						
295,919	Pooled property investments	17,837	(9,200)	27,509	-	332,065
1,844,181	Unitised insurance policies	384,024	(438,492)	109,127	-	1,898,841
606,178	Unit trusts	16,682	(3,335)	253,218	425,947	1,298,690
116,026	Private equity	37,409	(38,043)	27,902	-	143,294
-	Infrastructure Debt	59,723	(227)	301	-	59,798
685,216	Other managed funds	75,000	(4,857)	(62,690)	(184,894)	507,774
(660)	Derivative contracts (net) <sup>1</sup>	14,584	(8,985)	(5,494)	-	(555)
101,564	Cash deposits	-	(14,938)	171	(3,001)	83,796
<b>4,463,534</b>	<b>Subtotal</b>	<b>721,714</b>	<b>(679,521)</b>	<b>290,446</b>	<b>-</b>	<b>4,796,172</b>
<b>7,647</b>	<b>Net other investment balances <sup>2</sup></b>	<b>-</b>	<b>(3,605)</b>	<b>-</b>	<b>-</b>	<b>2,094</b>
<b>4,471,181</b>	<b>Total investments assets / (liabilities)</b>	<b>721,714</b>	<b>(683,126)</b>	<b>290,446</b>	<b>-</b>	<b>4,798,267</b>

<sup>1</sup> Net forward foreign exchange assets/liabilities (see note 8a).

<sup>2</sup> Net other investment balances assets/liabilities (see note 8a). Accrued income shown within closing balance.

<sup>3</sup> The values within 'Transfer to Other Balances' relate to the transition to ACCESS, Hertfordshire Pension Fund's asset pool. Mandates held with Baillie Gifford transitioned during 2018-19. These mandates will be held as Unit Trusts going forward.

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at year end and profits and losses realised on the sale of investments during the year. Derivative receipts and payments correspond to the Sterling equivalent amount of forward foreign exchange settled during the year. The sale proceeds for cash deposits represent the net movement in cash held by the Investment Managers during the year. The change in market value of cash results from gains and losses on foreign currency cash transactions.

## 6.8 Investment Analysis

## a) Analysis of investment assets at market value

2018/19		2019/20	
£000s	£000s	£000s	£000s
	<b>Investment assets</b>		
38,827	UK quoted equities	22,933	
433,642	Overseas quoted equities	428,373	
	<b>472,469 Total equities</b>		<b>451,306</b>
160,794	UK property	145,353	
1	Overseas property	-	
171,270	Global property	286,882	
	<b>332,065 Pooled property investments</b>		<b>432,234</b>
147,888	UK equity funds	123,348	
827,943	Overseas equity funds	739,655	
923,010	UK Index Linked Gilts Fund	830,374	
	<b>1,898,841 Total unitised insurance policies</b>		<b>1,693,377</b>
367,387	UK equity unit trusts	302,222	
283,651	Overseas Equity Unit trusts	330,258	
-	UK Index Linked Gilts Fund	-	
647,653	Global Core Plus Bond Fund	689,575	
-	Global Absolute Return Bond Fund	-	
	<b>1,298,690 Total unit trusts</b>		<b>1,322,055</b>
143,294	UK private equity	185,037	
	<b>143,294 Total private equity</b>		<b>185,037</b>
59,798	UK Infrastructure debt	115,991	
	<b>59,798 Total infrastructure debt</b>		<b>115,991</b>
-	UK equity	-	
18	Overseas equity	19	
507,756	Global Alternatives Fund	496,107	
	<b>507,774 Other managed funds</b>		<b>496,126</b>
355	Forward foreign exchange	9,657	
	<b>355 Total derivatives</b>		<b>9,657</b>
83,796	Cash deposits	41,998	
	<b>83,796 Total Cash</b>		<b>41,998</b>
2,094	Amounts receivable from the sale of investments	5,061	
-	Investment income due	-	
	<b>2,094 Total other investment balances</b>		<b>5,061</b>
	<b>4,799,177 Total investment assets</b>		<b>4,752,842</b>

Table continues overleaf

## Financial Statements

2018/19		2019/20	
£000s	£000s	£000s	£000s
	<b>Investment liabilities</b>		
(910)	Forward foreign exchange contracts	-	
	<b>(910) Total derivatives contracts</b>		-
-	Amounts payable for the purchase of investments	-	
-	Non recoverable tax payable	-	
	<b>- Total other investment balances</b>		-
	<b>(910) Total investment liabilities</b>		-
<b>4,798,267</b>	<b>Total investment assets and liabilities at market value</b>		<b>4,752,842</b>

Seven pooled holdings exceeded 5% of the total investment assets and liabilities available to fund benefits at 31 March 2020. ACCESS Baillie Gifford Long Term Global Growth, ACCESS Baillie Gifford UK Equity, The Royal London Core Plus Bond Fund, UBS North America Equity Index Fund, Crown HCC Segregated Portfolio (LGT Capital Alternatives), UBS Over 5Y Index-Linked Gilts and CBRE Global Alpha Fund exceed 5% of the Pension Fund's total holdings.

There are seven Pooled Funds which exceed 5% of their asset class at 31 March 2020, these are The Royal London Core Plus Bond Fund, UBS North America Equity Index Fund, Crown HCC Segregated Portfolio (LGT Capital Alternatives), UBS Over 5Y Index-Linked Gilts, ACCESS Baillie Gifford UK Equity, ACCESS Baillie Gifford Long Term Global Growth and CBRE Global Alpha Fund.

Cash deposits (including cash and cash instruments) and other investment balances (including accrued dividend entitlements) are accounted for as investment assets as these form part of the net assets available for investment within the investment portfolio.

Investment assets and liabilities at the Net Asset date are further analysed by asset class in the following table:

2018/19					2019/20				
UK	Overseas	Global	Total		UK	Overseas	Global	Total	
£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s	
554,102	1,261,603	283,651	2,099,356	Equities	448,503	1,168,048	330,258	1,946,808	
1,570,662	-	-	1,570,662	Bonds	1,519,949	-	-	1,519,949	
220,592	143,295	679,026	1,042,913	Alternatives	261,344	185,037	782,989	1,229,369	
74,455	9,341	-	83,796	Cash and cash equivalents	37,857	4,141	-	41,998	
299	1,796	(555)	1,540	Other	154	4,907	9657	14,718	
2,420,110	1,416,035	962,122	4,798,267	Total assets and liabilities	2,267,807	1,362,133	1,122,903	4,752,842	

**b) Analysis by Investment Manager**

The value of investments held by each Investment Manager on 31 March were:

31 March 2019			31 March 2020	
£000s	%		£000s	%
523,366	10.9	Allianz Global Investors Europe GmbH	522,424	11.0
652,154	13.6	Baillie Gifford & Co.	632,493	13.3
358,916	7.5	CBRE Global Collective Investors (UK) Ltd.	446,386	9.4
95,881	2.0	HarbourVest Partners, LLC.	112,064	2.4
507,756	10.6	LGT Capital Partners (Ireland) Ltd.	496,107	10.4
26,052	0.5	Macquarie Group Limited	63,172	1.3
39,625	0.8	Pantheon Ventures	57,161	1.2
684	0.0	Permira Advisers LLP	678	0.0
647,836	13.5	Royal London Asset Management Ltd.	689,759	14.5
46,872	1.0	Standard Life Investments Ltd.	38,846	0.8
1,898,841	39.6	UBS Group AG	1,693,394	35.6
284	0.0	Residual funds from previous portfolios	356	0.0
<b>4,798,267</b>	<b>100.0</b>	<b>Funds externally managed</b>	<b>4,752,842</b>	<b>100.0</b>
<b>36,737</b>		<b>Funds held at Hertfordshire County Council and non-investment balances</b>	<b>53,066</b>	
<b>4,835,004</b>		<b>Net Assets of the Scheme</b>	<b>4,805,909</b>	

The market values in table note 6.8(b) include the value of investments, cash and net current assets held by each Investment Manager at 31 March. The funds held by Hertfordshire County Council include net current assets, long term assets and cash required to manage the cash flow associated with the payment of benefits and collection of contributions.

Residual funds from previous portfolios represent residual cash and investment income still due to the portfolios previously run by outgoing Investment Managers following the review of the Pension Fund's Investment Strategy.

**c) Encumbrance of Assets**

The Custodian has a lien over the Pension Fund's assets in order to recover any outstanding debts. This is held for the protection of the Custodian and has never been invoked.

**6.9 Derivatives**

The Pension Fund uses derivative financial instruments to manage its exposure to specific risks arising from its investment activities. The Pension Fund does not hold derivatives for speculative purposes.

**Forward foreign exchange contracts**

Forward foreign exchange contracts are over the counter contracts with non-exchange counterparties and are used to hedge against foreign currency movements. Forward foreign exchange contracts are disclosed in the accounts at fair value, which is the gain or loss that would arise from closing out the contract at the balance sheet date by entering into an equal and opposite contract at that date.

The counterparties at 31 March 2019 and 31 March 2020 were UK and overseas investment banks and the contracts held with these investment banks are analysed in the following table by duration.

2018/19				Duration	2019/20			
Currency Payable £000s	Currency Receivable £000s	Fair Value Asset £000s	Fair Value Liability £000s		Currency Payable £'000	Currency Receivable £000s	Fair Value Asset £000s	Fair Value Liability £000s
-	-	-	-	Within 1 month	-	-	-	-
-	-	-	-	0-3 months	-	-	-	-
(161,581)	161,026	355	(910)	3-6 months	(255,737)	265,394	9,657	-
<b>(161,581)</b>	<b>161,026</b>	<b>355</b>	<b>(910)</b>	<b>Total</b>	<b>(255,737)</b>	<b>265,394</b>	<b>9,657</b>	<b>-</b>

## 6.10 Long Term Assets

Long term assets of £nil in the Net Assets Statement (£739,000 for 2018/19) relates to the bulk transfer of Magistrates Court staff to the civil service pension scheme in 2005 in accordance with the terms of transfer agreement. The final payment expected in 2020/21 therefore this is no longer held as a long term asset.

## 6.11 Current Assets

2018/19 £000s		2019/20 £000s
15,712	Contributions due from employers	14,895
23,161	Cash and cash equivalents	40,986
317	VAT due from HMRC	268
772	Other debtors and prepayments	302
<b>39,961</b>	<b>Total current assets</b>	<b>56,451</b>

Cash and cash equivalents represent investments in money market funds and call accounts where funds are repayable without penalty and on notice of not more than 24 hours.

Current assets are further analysed by type of debtor organisation.

2018/19 £000s	2018/19 £000s		2019/20 £000s	2019/20 £000s
3,538		Central government bodies	3,851	
10,072		Other local authorities	10,327	
6		NHS bodies	5	
3,185		Other entities and individuals	1,283	
	<b>16,800</b>	<b>Total debtors</b>		<b>15,465</b>
23,161		Cash and cash equivalents	40,986	
	<b>23,161</b>	<b>Total cash balances</b>		<b>40,986</b>
	<b>39,961</b>	<b>Total current assets</b>		<b>56,451</b>

## 6.12 Current Liabilities

2018/19 £000s		2019/20 £000s
(1,440)	Tax payable to HMRC	(1,313)
(404)	Investment management fees	(509)
(1,186)	Other creditors	(539)
(932)	Unpaid benefits	(1,024)
-	Cash and cash equivalents	-
<b>(3,963)</b>	<b>Total current liabilities</b>	<b>(3,385)</b>

Cash balances in the table above include cash balances less cash in transit in the form of unrepresented cheques and payments committed by BACs at the net asset date.

Current liabilities are further analysed by type of creditor organisation.

2018/19 £000s		2019/20 £000s
(1,440)	Central government bodies	(1,313)
-	Other local authorities	-
(2,522)	Other entities and individuals	(2,072)
-	Cash and cash equivalents	-
<b>(3,963)</b>	<b>Total current liabilities</b>	<b>(3,385)</b>



### 6.13 Fair Value – Basis of Valuation

The basis of the valuation of each classes of investment asset is set out below. There has been no change in the valuation techniques used during the year. All assets have been valued using fair value techniques which represent the highest and best price available at the reporting date.

Description of asset	Valuation Hierarchy	Basis of valuation	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
<b>Equities quoted</b>	Level 1	Published bid market price ruling on the final day of accounting period	N/A	N/A
<b>Other managed funds – equities</b>	Level 2	Closing single price	NAV based pricing set on a forward pricing basis	N/A
<b>Unitised insurance contracts – equities</b>	Level 2	Price of a recent transaction for an identical asset	Inputs other than quoted prices that are observable, either directly or indirectly	N/A
<b>Unitised insurance contracts – bonds</b>	Level 2	Price of a recent transaction for an identical asset	Inputs other than quoted prices that are observable, either directly or indirectly	N/A
<b>Unit trusts – equities</b>	Level 2	Average of broker prices	Evaluated price feeds	N/A
<b>Unit trusts – bonds</b>	Level 2	Closing bid, mid and offer prices are published	NAV based pricing set on a forward pricing basis	N/A
<b>Global Alternatives fund</b>	Level 3	Closing single price	NAV based pricing set on a forward pricing basis	Valuations could be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date, by changes to expected cashflows, and by any differences between audited and unaudited accounts
<b>Private equity</b>	Level 3	At fair value as determined by the General Partner in accordance with the terms of the Partnership Agreement and GAAP	Manager's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, adjustments to current prices for similar properties, valuation techniques	Valuations could be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date by changes to expected cash flows, earning multiples and discount rates used in the discounted cash flow analysis
<b>Infrastructure Debt</b>	Level 3	At fair value as determined by the General Partner in accordance with the terms of the Partnership Agreement and GAAP	Manager's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, adjustments to current prices for similar properties, valuation techniques	Valuations could be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date by changes to expected cash flows, earning multiples and discount rates used in the discounted cash flow analysis
<b>Pooled property investments</b>	Level 3	Closing bid price where bid and offer prices are published. Closing single price where single price is published.	NAV based pricing set on a forward pricing basis	Valuations could be affected by material events occurring between the date of the financial statements provided and the pension fund's own reporting date, by changes to expected cashflows, and by any differences between audited and unaudited accounts

## 6.14 Financial Instruments

### a) Classification of financial instruments

Accounting policies describe how different asset classes of financial instruments are measured and how income and expenses, including fair value gains and losses, are recognised. The following table analyses the carrying amounts of financial assets and liabilities by category and Net Assets Statement heading.

All financial instruments are carried in the balance sheet at their fair value. The Pension Fund has not entered into any financial guarantees that are required to be accounted for as financial instruments.

31 March 2019			31 March 2020		
Fair value through profit and loss £000s	Financial Assets at amortised cost £000s	Financial liabilities at amortised cost £000s	Fair value through profit and loss £000s	Financial Assets at amortised cost £000s	Financial liabilities at amortised cost £000s
472,469	-	-	451,325	-	-
332,065	-	-	432,234	-	-
1,898,841	-	-	1,693,377	-	-
1,298,690	-	-	1,322,055	-	-
143,294	-	-	185,037	-	-
507,774	-	-	496,107	-	-
59,798	-	-	115,991	-	-
355	-	-	9,657	-	-
-	83,796	-	-	41,998	-
2,094	-	-	5,061	-	-
-	739	-	-	-	-
-	39,961	-	-	56,451	-
<b>4,715,380</b>	<b>124,496</b>	-	<b>4,710,845</b>	<b>98,449</b>	-
(910)	-	-	-	-	-
-	-	-	-	-	-
-	-	(3,963)	-	-	(3,385)
<b>(910)</b>	-	<b>(3,963)</b>	<b>-</b>	<b>-</b>	<b>(3,385)</b>
<b>4,714,471</b>	<b>124,496</b>	<b>(3,963)</b>	<b>4,710,845</b>	<b>98,449</b>	<b>(3,385)</b>

### b) Net gains and losses on financial instruments

2018/19 £000s	2019/20 £000s
290,275	(100,583)
171	347
<b>290,446</b>	<b>(100,236)</b>

**c) Valuation of financial instruments carried at fair value**

The valuation of financial instruments has been classified into three levels, according to the quality and reliability of information used to determine fair values.

**Level 1:** Financial instruments where the fair values are derived from unadjusted quoted prices in active markets for identical assets or liabilities. Products classified as level 1 comprise quoted equities, quoted fixed interest securities, quoted index linked securities and unit trusts. Listed securities are shown at bid prices. The bid value of the investment is based on the bid market quotation of the relevant stock exchange.

**Level 2:** Financial instruments where quoted market prices are not available; for example, where an instrument is traded in a market that is not considered to be active or where valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data.

**Level 3:** Financial instruments where at least one input that could have a significant effect on the instrument's valuation is not based on observable market data.

The following tables provide an analysis of the financial assets and liabilities of the Pension Fund analysed across levels 1 to 3, based on the level at which the fair value is observable, along with comparative figures for 2019.

31 March 2020				
	Level 1	Level 2	Level 3	Total
	£000s	£000s	£000s	£000s
<u>Financial assets</u>				
Fair value through profit and loss	456,386	3,025,137	1,229,321	4,710,845
Financial Assets at amortised cost	98,449	-	-	98,449
<u>Financial liabilities</u>				
Fair value through profit and loss	-	-	-	-
Financial liabilities at amortised cost	(3,385)	-	-	(3,385)
<b>Net financial assets</b>	<b>551,450</b>	<b>3,025,137</b>	<b>1,229,321</b>	<b>4,805,909</b>

31 March 2019				
	Level 1	Level 2	Level 3	Total
	£000s	£000s	£000s	£000s
<u>Financial assets</u>				
Fair value through profit and loss	474,564	3,530,042	710,775	4,715,381
Financial Assets at amortised cost	124,496	-	-	124,496
<u>Financial liabilities</u>				
Fair value through profit and loss	-	(910)	-	(910)
Financial liabilities at amortised cost	(3,963)	-	-	(3,963)
<b>Net financial assets</b>	<b>595,097</b>	<b>3,529,132</b>	<b>710,775</b>	<b>4,835,004</b>

**d) Transfers between Levels 1 and 2**

There were no transfers between levels in 2019/20.

**e) Reconciliation of fair value measurements within level 3**

Value at 31 March 19		Transfers into Level 3	Transfers out of Level 3	Purchases at cost and derivative payments	Sale proceeds and derivative receipts	Unrealised gains/(losses)	Realised gains/(losses)	Value at 31 March 20
£000s				£000s	£000s	£000s	£000s	£000s
143,222	Private Equity	-	-	43,099	(30,311)	15,002	13,977	184,989
59,798	Infrastructure Debt	-	-	50,956	(1,173)	6,413	(2)	115,991
332,065	Property	332,065	-	108,284	(24,203)	9,335	6,753	432,234
507,756	Global Alternatives Fund - LGT	-	-	-	-	(11,649)	-	496,107
<b>1,042,841</b>		<b>332,065</b>	<b>-</b>	<b>202,339</b>	<b>(55,686)</b>	<b>19,101</b>	<b>20,727</b>	<b>1,229,321</b>

**f) Sensitivity of assets valued at level 3**

Having analysed historical data and current market trends, and consulted with independent investment advisors, the fund has determined that the valuation method described above is likely to be accurate to within the following ranges, and has set out below the consequent potential impact on the closing value of investments held at 31 March 2020.

Asset Class	Value as at 31 March 2020	Assessed valuation range (+/-)	Value on Increase	Value on Decrease
	£000s	%	£000s	£000s
Private Equity	47,585	15%	54,722	40,447
Private Equity <sup>1</sup>	137,404	25%	171,755	103,053
Infrastructure Debt	115,991	15%	133,390	98,592
Property	432,234	10%	475,458	389,011
Global Alternatives Fund (LGT)	496,107	15%	570,523	421,691
	<b>1,229,321</b>		<b>1,405,848</b>	<b>1,052,794</b>

<sup>1</sup> Due to uncertainty from the worldwide Covid-19 situation, one private equity investment manager has stated that a range of +/- 25% would be more prudent for this financial year.

**6.15 Nature and Extent of Risks Arising from Financial Instruments**

The Pension Fund maintains positions in a variety of financial instruments including bank deposits, equity instruments, fixed interest securities and derivatives. This exposes it to a variety of financial risks including credit and counterparty risk, liquidity risk, market risk and exchange rate risk.

**a) Overall procedures for managing risk**

The principal powers to invest are contained in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 and require an administering authority to invest any pension fund money that is not needed immediately to make payments from the pension fund. These regulations require the Pension Fund to formulate a policy for the investment of its Fund money.

The Administering Authority's overall risk management procedures focus on the unpredictability of financial markets and implementing restrictions to minimise these risks.

The Pension Fund has prepared an Investment Strategy Statement which is provided at page 54 and sets out the Pension Fund's policy on matters such as the type of investments to be held, balance between types of investments, investment restrictions and the way risk is managed.

Pension Fund cash held by the Administering Authority is invested in accordance with the Pension Fund's treasury management strategy and lending policy ("Treasury Management Strategy"), prepared in accordance with the CIPFA

Prudential Code, CIPFA Treasury Management in the Public Services Code of Practice and the legal framework and investment guidance set out and issued through the Local Government Act 2003. The Treasury Management Strategy sets out the criteria for investing and selecting investment counterparties and details the approach to managing risk for the Pension Fund's financial instrument exposure.

Investment performance by external Investment Managers and the Administering Authority is reported to the Pensions Committee and Board quarterly. Performance of Pension Fund investments managed by external Investment Managers is compared to benchmark returns. For Pension Fund cash held by the Administering Authority, performance of the treasury function is assessed against treasury management performance measures modelled on the CIPFA Treasury Management Code of Practice which has been adopted by the County Council.

## b) Credit risk and counterparty risk

Credit risk is the risk that a counterparty to a financial instrument will fail to discharge an obligation or commitment that it has entered into with the Pension Fund. The market value of investments generally reflects an assessment of credit in their pricing and consequently the risk of loss is implicitly provided for in the carrying value of the Pension Fund's financial assets and liabilities. Therefore credit risk on investments is reflected in the market risk, in the other price risk figures given in section d) Market Risk.

In addition, the Pension Fund reviews its exposure to credit and counterparty risk on its investments through its external Investment Managers by the review of the Investment Managers' annual internal control reports. This is to ensure that Investment Managers exercise reasonable care and due diligence in their activities for the Pension Fund, such as in the selection and use of brokers. The Investment Management Agreements for the Pension Fund's bond managers prescribes the investment restrictions on the securities they can invest in, including the minimum acceptance criteria for investments.

Credit risk also arises through the Pension Fund's deposits with banks and financial instruments. For cash managed by the Administering Authority, the Pension Fund's Treasury Management Strategy for 2019/20 sets out the type and minimum acceptable criteria for investments by reference to credit ratings from Fitch, Moody's and Standard & Poor's and outlines the process to be followed for credit rating downgrades.

The credit ratings and amounts held in money market funds, call accounts and cash/current accounts at 31 March 2019 and 2020 are shown in the table below.

2018/19		2019/20	
£000s	Credit rating	£000s	Credit rating
<b>Cash managed by Administering Authority</b>			
378 <sup>1</sup>	A	(14) <sup>1</sup>	A
1,742	A	16,600	A
21,040	AAA	24,400	AAA
<b>Cash managed by Custodian and Investment Managers</b>			
76,815	AA-	38,282	AA-
17,253	A+	2,453	A+/AA-
6,981	AAA	3,716	AAA
<b>124,209</b>		<b>85,437</b>	
<b>Total cash and cash equivalents</b>			

<sup>1</sup> Cash balances include cash balances less cash in transit in the form of unrepresented cheques and payments committed by BACs at the Net Asset date.

<sup>2</sup> In 2019/20 cash held by our alternatives manager was across two bank accounts, both ratings have been provided.

## c) Liquidity risk

Liquidity risk is the risk that the Pension Fund will not be able to meet its financial obligations when they fall due. The main risk for the Pension Fund is not having the funds available to meet its commitments to make pension payments to its members. To manage this, the Pension Fund has a cashflow management system that seeks to ensure that cash is available when needed. The Pension Fund also manages its liquidity risk by having access to money market funds and call accounts where funds are repayable without penalty and on notice of not more than 24 hours. At 31 March 2020,

£40,986,427 (100%) of the cash and cash equivalents held by the Administering Authority was held in money market funds, call accounts and bank current accounts.

The Pension Fund has set a cap of £45,000,000 on the amount of cash held by the Administering Authority to balance the need for the Pension Fund to be as fully invested as possible whilst maintaining liquidity to avoid the need to sell assets at inopportune times. Where there are surplus funds in excess of the cap, these funds are distributed to Investment Managers, after taking advice from the Pension Fund's Investment Consultant.

External Investment Managers have substantial discretionary powers over their individual portfolios and the management of their cash positions. The Pension Fund's investments are largely made up of listed securities on major stock exchanges and are therefore considered readily realisable. The Pension Fund defines liquid assets as assets which can be converted into Sterling cash within three months. At 31 March 2020 the value of illiquid assets was £733,262,346 (15.4% of total fund assets).

### **d) Market risk**

Market risk is the risk of loss from fluctuations in equity and commodity prices, interest and foreign exchange rates and credit spreads. The Pension Fund is exposed to the risk of financial loss from a change in the value of its investments and the risk that the Pension Fund's assets fail to deliver returns in line with the anticipated returns underpinning the valuation of its liabilities over the long term. The change in the market value of its investments during the year was (£100,235,705).

In order to manage market value risk, the Pension Fund has set restrictions on the type of investments it can hold, subject to investment limits, in accordance with the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 (as amended). Details of these can be found in the Pension Fund's Investment Strategy Statement on pages 54 - 61.

The Pension Fund has adopted a specific benchmark and the weightings of the various asset classes within the benchmark form the basis for asset allocation within the Pension Fund. This allocation is designed to diversify the risk and minimise the impact of poor performance in a particular asset class. It seeks to achieve a spread of investments across both the main asset classes (quoted equities, bonds, private equity and property) and geographic regions within each class.

Market risk is also managed by constructing a diversified portfolio across multiple Investment Managers and regularly reviewing the Investment Strategy and performance of the Pension Fund. On a daily basis, Investment Managers will manage risk in line with policies and procedures put in place in the Investment Manager Agreement and ensure that the agreed limit on maximum exposure to any one issuer or class of asset is not breached.

For cash managed by the Administering Authority, the Pension Fund has set institution and group limits to diversify the Pension Fund's investment across a range of individual holdings, sectors and countries.

### **e) Other price risk**

Other price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or foreign exchange risk), whether these changes are caused by factors specific to the individual instrument or issuer or factors affecting all such instruments in the market.

The Pension Fund is exposed to changes in equity and bond prices, as the future price is uncertain. All securities investments present a risk of loss of capital. This risk is mitigated using diversification and policies on selecting investments as discussed above.

## Financial Statements

The one year expected volatility in market prices are shown in the following table, along with the changes in the value of the Pension Fund's investment assets and liabilities if the market price of investments increase or decrease in line with these movements. The total fund volatility takes into account the expected interactions between the different asset classes, based on the underlying volatilities and correlations of the assets in line with mean variance portfolio theory.

Asset Class	Value as at 31 March 2020	Change	Value on Increase	Value on Decrease
	£000s	%	£000s	£000s
UK Equities, Unit Trusts and Pooled Funds	448,503	27.50%	571,841	325,164
Global equities, Unit Trusts and Pooled Funds (ex UK)	1,538,853	28.00%	1,969,732	1,107,974
Property	432,234	14.20%	493,612	370,857
Corporate Bonds (medium term)	689,575	9.80%	757,154	621,997
Index-Linked Gilts (medium term)	830,374	7.40%	891,821	768,926
Private Equity	257,187	28.40%	330,228	184,146
Infrastructure equity	120,419	20.10%	144,623	96,215
High Yield Debt, Convertible Bonds, Insurance linked securities	112,024	8.70%	121,770	102,278
Private Debt	8,591	8.70%	9,339	7,844
Emerging market debt	24,393	12.40%	27,418	21,369
Absolute Return/Diversified Growth	246,459	13.80%	280,470	212,447
Cash, other investment balances and forward foreign exchange contracts	44,230	0.30%	44,363	44,098
<b>Total Fund</b>	<b>4,752,842</b>		<b>5,642,370</b>	<b>3,863,314</b>

Asset Class	Value as at 31 March 2019	Change	Value on Increase	Value on Decrease
	£000s	%	£000s	£000s
UK Equities, Unit Trusts and Pooled Funds	554,102	16.60%	646,083	462,121
Global equities, Unit Trusts and Pooled Funds (ex UK)	1,588,887	16.90%	1,857,409	1,320,365
Property	332,065	14.30%	379,551	284,580
Corporate Bonds (medium term)	726,007	10.50%	802,238	649,776
Index-Linked Gilts (medium term)	923,010	7.20%	989,466	856,553
Private Equity	204,634	28.30%	262,545	146,722
Infrastructure equity	69,147	20.10%	83,045	55,248
High Yield Debt, Convertible Bonds, Insurance linked securities	107,569	7.30%	115,421	99,716
Private Debt	2,031	7.70%	2,187	1,874
Emerging market debt	37,631	12.30%	42,259	33,002
Absolute Return/Diversified Growth	235,989	12.50%	265,487	206,490
Cash, other investment balances and forward foreign exchange contracts	17,197	0.50%	17,282	17,111
<b>Total Fund</b>	<b>4,798,267</b>		<b>5,462,974</b>	<b>4,133,559</b>

**f) Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Pension Fund recognises that interest rates can vary and can affect both income to the Pension Fund and the value of the net assets available to pay benefits. A 100 basis point (BPS) movement in interest rates has been advised by the Pension Fund Actuary, as a sensible level to indicate interest rate sensitivity.

The analysis in the following table assumes that all other variables, in particular exchange rates, remain constant, and shows the effect in the year on the net assets available to pay benefits, of a +/- 100 BPS change in interest rates. Movement in bond values have been calculated to include the impact of modified duration. Modified duration expresses the measurable change in the value of a security in response to a change in interest rates.

Value at 31 March 2019 £000s	Potential change +/- 100 BPS £000s	Value on Increase £000s	Value on Decrease £000s	Asset class exposed to interest rate risk	Value at 31 March 2020 £000s	Potential change +/- 100 BPS £000s	Value on Increase £000s	Value on Decrease £000s
101,049	N/A	101,049	101,049	Cash at Custodian and Investment Managers	44,450	N/A	44,450	44,450
23,161	N/A	23,161	23,161	Cash held by Administering Authority	40,986	N/A	40,986	40,986
1,721,002	298,339	1,422,663	2,019,341	Bond (pooled funds)	1,576,111	269,407	1,306,704	1,845,518
<b>1,845,211</b>	<b>298,339</b>	<b>1,546,872</b>	<b>2,143,551</b>	<b>Total</b>	<b>1,661,548</b>	<b>269,407</b>	<b>1,392,141</b>	<b>1,930,955</b>

Value at 31 March 2019 £000s	Potential change +/- 100 BPS £000s	Value on Increase £000s	Value on Decrease £000s	Income source exposed to interest rate risk	Value at 31 March 2020 £000s	Potential change +/- 100 BPS £000s	Value on Increase £000s	Value on Decrease £000s
192	2	194	190	Cash at Custodian and Investment Managers	2,395	24	2,419	2,371
138	1	140	137	Cash held by Administering Authority	169	2	171	168
<b>331</b>	<b>3</b>	<b>334</b>	<b>327</b>	<b>Total</b>	<b>2,565</b>	<b>26</b>	<b>2,590</b>	<b>2,539</b>

This analysis demonstrates that a 1% increase in interest rates will not affect the interest received on fixed interest assets but will reduce their fair value and vice versa. Changes in interest rates do not impact on the value of cash but they will affect the interest income received on those balances. Changes to both the fair value of assets and the income received from investments impact on the net assets available to pay benefits.

The Pension Fund's bond holdings are held in accumulation funds where income is retained and automatically reinvested rather than being distributed to the Pension Fund. Income earned from these funds is therefore excluded from the analysis above.

**g) Currency risk**

Currency risk represents the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

The Pension Fund holds a number of financial assets and liabilities in overseas financial markets and is therefore exposed to the risk of loss arising from exchange rate movements of foreign currencies. At 31 March 2020, the Pension Fund had overseas investments (excluding forward foreign exchange contracts) of £2,406,660,155 and £4,140,765 cash denominated in currencies other than Sterling.

The Pension Fund Actuary has advised that the one year expected standard deviation for an individual currency at the 31 March 2020 is 10% (10% at 31 March 2019). This assumes no diversification, and in particular that interest rates remain



constant. An analysis of the impact this would have on the Pension Fund is given in the following table together with the prior year comparator.

Asset Class	Value as at 31 March 2020	Potential market movement +/-10%	Value on Increase	Value on Decrease
	£000s	£000s	£000s	£000s
Overseas Equity	428,373	42,837	471,211	385,536
Overseas Property	276,841	27,684	304,525	249,157
Overseas Unitised Insurance Policies	739,655	73,966	813,621	665,690
Overseas Unit Trusts	330,258	33,026	363,284	297,232
Overseas Private Equity	185,037	18,504	203,541	166,533
Overseas Managed Funds	446,496	44,650	491,146	401,847
Foreign currencies	4,141	414	4,555	3,727
<b>Total</b>	<b>2,410,801</b>	<b>241,080</b>	<b>2,651,881</b>	<b>2,169,721</b>

Asset Class	Value as at 31 March 2019	Potential market movement +/-10%	Value on Increase	Value on Decrease
	£000s	£000s	£000s	£000s
Overseas Equity	433,642	43,364	477,006	390,278
Overseas Property	167,675	16,767	184,442	150,907
Overseas Unitised Insurance Policies	827,943	82,794	910,737	745,149
Overseas Unit Trusts	283,651	28,365	312,016	255,286
Overseas Private Equity	143,294	14,329	157,623	128,964
Overseas Managed Funds	497,601	49,760	547,361	447,841
Foreign currencies	9,341	934	10,275	8,407
<b>Total</b>	<b>2,363,146</b>	<b>236,315</b>	<b>2,599,461</b>	<b>2,126,831</b>

External Investment Managers manage this risk through the use of forward foreign exchange contracts and futures, to hedge currency exposures back to the base currency. See section 6.9 for further information.

The Treasury Management Strategy does not permit the Administering Authority to invest in foreign currency denominated deposits.

## 6.16 Actuarial Present Value of Promised Retirement Benefits

The actuarial present value of promised retirement benefits of the Pension Fund at 31 March 2020 and 31 March 2019 are set out in the following table. This is the underlying commitment of the Pension Fund in the long term to pay retirement benefits to its active (employee members), deferred and pensioner members.

31 March 2019	31 March 2020
£000s	£000s
6,248,000	5,778,000
Present value of promised retirement benefits	

Liabilities have been projected using a roll forward approximation from the latest formal valuation as at 31 March 2019 and therefore do not take account of any changes in membership since the valuation date. The liability at 31 March 2020 is estimated to comprise of £2,208 million with respect to employee members, £1,422 million with respect to deferred members and £2,148 million with respect to pensioners. The principal assumptions used by the Pension Fund Actuary were:

31 March 2019		31 March 2020
<b>Financial assumptions</b>		
2.5% per annum	Inflation/pension increase rate	1.9% per annum
2.6% per annum	Salary increase rate	2.3% per annum
2.4% per annum	Discount rate	2.3% per annum
<b>Mortality assumptions</b>		
Longevity at 65 for current pensioners:		
22.5	• Men	21.9
24.9	• Women	24.1
Longevity at 65 for future pensioners:		
24.1	• Men	22.8
26.7	• Women	25.5

Allowance has been made for future pensioners to elect to exchange 50% of the maximum additional tax free cash up to HMRC limits for pre-April 2008 service and 75% of the maximum tax-free cash for post April 2008 service.

The actuarial present value of promised retirement benefits is sensitive to changes in actuarial assumptions. The significant changes and their impact on the value of the Pension Fund's liabilities between 31 March 2019 and 31 March 2020 were:

Sensitivity to the assumptions for the year ended 31 March 2020	£000s	%
0.5% decrease in discount rate	563,000	10%
0.5% increase in salary increase rate	44,000	1%
0.5% increase in pensions increase rate	515,000	9%
<b>Total increase in liabilities due to changes in assumptions</b>	<b>1,122,000</b>	<b>20%</b>

The assumptions used by the Pension Fund Actuary to calculate the present value of promised retirement benefits are those required by the Code of Practice on Local Authority Accounting 2019/20. The liability set out in the table above is used for statutory accounting purposes and should not be compared against the value of liabilities calculated on a funding basis, which is used to determine contribution rates payable by employers in the Pension Fund. Further information on the Pension Fund's policy for funding its liabilities is set out in section 6.17.

## 6.17 Funding Policy

The Pension Fund's approach to funding its liabilities is set out in its Funding Strategy Statement. The statement sets out how the Administering Authority has balanced the conflicting aims of affordability of contributions, transparency of processes, stability of employers' contributions and prudence in the funding basis.

The Pension Fund Actuary is required to report on the "solvency" of the Pension Fund at least every three years. The last actuarial valuation of the Pension Fund was carried out as at 31 March 2019 to determine contribution rates for the financial years 2020/21 to 2022/23, with the new rates effective from 1 April 2020. A copy of the 2019 Valuation Report is accessible from the Pension Fund website: [www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx](http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx).

The market value of the Pension Fund's assets at the valuation date was £4,835 million and represented 98% of the Pension Fund's accrued liabilities, allowing for future pay increases.

In accordance with the Scheme regulations, employer contribution rates were set to meet 100% of the Pension Fund's existing and prospective liabilities.

The main actuarial assumptions were as follows:

<b>Discount rate</b>	<b>3.4%</b>
<b>Salary increases</b>	<b>2.7%</b>
<b>Price inflation/pension increases</b>	<b>2.3%</b>

Further information can be found in the Funding Strategy Statement on page 74 and the Actuarial Valuation report on page 19.

## 6.18 Additional Voluntary Contributions (AVCs)

Scheme members have the option to make AVCs to enhance their pension benefits. These contributions are invested separately from the Pension Fund's assets, with either the Standard Life Assurance Company or Utmost Life and Pensions Company.

2018/19						2019/20							
Standard Life		Equitable Life		Total AVCs		Standard Life		Utmost Life <sup>1</sup>		Total AVCs			
£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s		
4,493		1,264		5,757		Value at 1 April		4,483		1,162		5,645	
						<u>Income</u>							
431		5		437		Contributions received		761		52		813	
9		-		9		Transfer values received		-		-		-	
441		5		446		Total Income		761		52		813	
						<u>Expenditure</u>							
(530)		(69)		(600)		Retirement benefits		(563)		(73)		(636)	
(68)		(86)		(154)		Transfer values paid		(61)		-		(61)	
(5)		(5)		(10)		Lump sum death benefit		-		(3)		(3)	
-		-		-		Refunds		-		(47)		(47)	
(603)		(161)		(764)		Total Expenditure		(624)		(123)		(747)	
151		54		206		Change in market value		(190)		161		(28)	
4,482		1,162		5,645		Value at 31 March		4,430		1,253		5,683	

<sup>1</sup> Equitable Life changed to Utmost Life in January 2020 when it became a subsidiary of Utmost Life and Pensions.

## 6.19 Related Parties

### a) Hertfordshire County Council

The County Council incurred costs of £424,156 in relation to the management of the Pension Fund and was subsequently reimbursed by the Pension Fund for these expenses. The County Council also contributed £48,098,541 to the Pension Fund in 2019/20.

### b) Pensions Committee

No members of the County Council Pensions Committee were councillor members of the Hertfordshire Local Government Pension Scheme during 2019/20. Each member of the Pensions Committee is required to declare their interests at each meeting.

### c) Member Allowance

The post holder of Chair of the Pensions Committee receives a special responsibility allowance of £10,382, however as the current post holder is also a Cabinet Member for the County Council, he only receives the higher allowance of the two which is the Cabinet Member position.

### d) Key Management Personnel

The Administering Authority disclosure of senior officer remuneration includes the S151 Officer who has responsibility for the proper financial administration of the Pension Fund under the Local Government Act 1972. This Officer was employed by the Administering Authority and spent a proportion of time on the financial management of the Pension Fund. Details for the remuneration for the previous two years is shown below.

Position	Year	Apportioned salary £	Apportioned pension contributions £	Total apportioned remuneration £
Director of Resources	2019/20	12,403	2,262	14,665
	2018/19	10,287	1,876	12,163

These costs comprise an element of the total remuneration from the Pension Fund to the County Council in 2019/20 of £424,156.

## 6.20 Contingent Liabilities and Contractual Commitments

### Contractual Commitments

Where the Pension Fund has entered into agreements with fund managers offering private equity, property (with the Fund's 'Alternatives' fund manager), infrastructure debt and private rental sector mandates, commitments held by the Fund until the relevant fund managers require funds to fulfil a purchase of an investment. The value of outstanding contractual commitments by investment asset category are outlined below;

31 March 2019 £000s		31 March 2020 £000s
277,966	Private Equity	243,100
6,427	Property	153,661
90,351	Infrastructure Debt	40,483
150,000	Private Rental Sector	150,000
<b>524,744</b>	<b>Total</b>	<b>587,244</b>

There was one new property commitment made in 2019-20 for a total £150,000,000 of which £0 has been called.

## 6.21 Contingent Assets

### a) Withholding tax reclaims

The Pension Fund has entered into a process to reclaim withholding tax made by other European Union (EU) countries, based on precedent cases in some EU countries that tax has been withheld unfairly under EU law. Claims have been submitted in France and Germany.

The Pension Fund's claims are set out in the following table in both Euros and Sterling (calculated using exchange rates as at 31 March 2020). The claims are subject to legal processes but based on precedent and legal advice, the Pension Fund expects to be successful in these claims. Therefore the amounts below are contingent assets for the Pension Fund.

Country	Euro Value at 31 March 2020	Sterling Value at 31 March 2020
	€ 000s	£ 000s
Germany	148	131
France	191	169
<b>Total</b>	<b>339</b>	<b>300</b>

### b) Bonds

27 admitted bodies in the Pension Fund held bonds as surety to guard against the possibility of being unable to meet their pension obligations. These bonds are drawn in favour of the Pension Fund and payment will only be triggered in the event of employer default.

## 6.22 Investment Strategy Statement

Regulation 7 of the Local Government Pension Fund Regulations 2016 (Management and Investment of Funds) set out a requirement for funds to formulate and publish a new Investment Strategy Statement (ISS) no later than 1<sup>st</sup> April 2020. The Hertfordshire Pension Fund published its ISS on 31<sup>st</sup> March 2020, and it can be found on the Fund's website: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>.

**6.23 External Audit Costs**

The Pension Fund has incurred the following costs in relation to the audit of the Statement of Accounts and Annual Report by the council's external auditors:

2018/19 £000s		2019/20 £000s
22	Standard Fee	22
6	Fees with regards to IAS19	6
<b>27</b>	<b>TOTAL</b>	<b>27</b>

## 1. Investment Management

### Powers of Investment

The principal powers to invest are contained in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 and require an administering authority to invest any pension fund money that is not needed immediately to make payments from the Pension Fund. The regulations provide a prudential framework within which the Pension Fund's investment strategy should be implemented and managed.

The regulations state that the Administering Authority must, after taking proper advice, formulate an investment strategy which includes:

- a requirement to invest fund money in a wide variety of investments;
- the authority's assessment of the suitability of particular investments and types of investments;
- the authority's approach to risk, including the ways in which risks are to be assessed and managed;
- the authority's approach to pooling investments, including the use of collective investment vehicles and shared services;
- the authority's policy on how social, environmental and corporate governance considerations are taken into account in the selection, non-selection, retention and realisation of investments; and
- the authority's policy on the exercise of the rights (including voting rights) attaching to investments.

When setting its Investment Strategy, the Pension Fund is required to have a properly diversified portfolio of assets to reduce overall portfolio risk and volatility and must ensure that the asset allocation policy is compatible with achieving its locally determined solvency target.

The regulations permit a range of investments and the Fund is required to must set out the maximum percentage of the total value of all investments of fund money that it will invest in particular investments or classes of investment.

The Pension Fund's Investment Strategy Statement, which was in force during the 2019/20 financial year is set out on pages 54 – 61. This is also available from the Pension Fund's website:

<https://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>

### Responsibility for Investing the Pension Fund's Assets

The Pensions Committee of the County Council is responsible for setting the overall investment strategy of the Pension Fund and monitoring investment performance.

The majority of the Pension Fund's investments are managed by external Investment Managers, who have substantial discretionary powers regarding their individual portfolios. The split of the Pension Fund between these managers at 31 March 2020 is shown in the following table.

Investment Manager	Pension Fund %
Allianz Global Investors Europe GmbH	11.0
Baillie Gifford & Co.	13.3
CBRE Global Collective Investors (UK) Ltd.	9.4
HarbourVest Partners, LLC.	2.4
LGT Capital Partners (Ireland) Ltd.	10.4
Macquarie Group Limited	1.3
Pantheon Ventures	1.2
Permira Advisers LLP	0.0
Royal London Asset Management Ltd.	14.5
Standard Life Investments Ltd.	0.8
UBS Group AG	35.6

An amount of cash is held by the County Council in order to manage the payment of members' pension benefits and the collection of contributions. This is invested in accordance with the Pension Fund's Treasury Management Strategy which is reviewed and approved annually by the Pensions Committee. The 2019/20 Treasury Management Strategy was approved by the Pensions Committee on 28 February 2019.

## 2. Investment Strategy Statement

### 2.1. Introduction

This is the Investment Strategy Statement (“ISS”) of the Hertfordshire Pension Fund (“the Fund”), which is administered by Hertfordshire County Council, (“the Administering Authority”). The ISS is made in accordance with Regulation 7 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 (“the Regulations”). This document replaces the Fund’s Statement of Investment Principles.

The ISS has been prepared by the Pension Committee (“the Committee”) having taken advice from the Fund’s investment adviser, Mercer. The Committee acts on the delegated authority of the Administering Authority.

The ISS, which was approved by the Committee on 31 March 2017, is subject to periodic review at a maximum every three years or following any significant change in investment policy. The Committee has provided the Pension Board with an opportunity to review and comment on the contents of the Fund’s investment strategy and will continue to work with the Pension Board to review its operation.

This ISS has been designed to be a living document and is an important governance tool for the Fund. This document sets out the investment strategy of the Fund, provides transparency in relation to how the Fund investments are managed, and acts as a risk register.

The Committee seeks to invest, in accordance with the ISS, any Fund money that is not needed immediately to make payments from the Fund. The ISS should be read in conjunction with the Fund’s Funding Strategy Statement (dated 1 April 2017).

### Investment Beliefs

The Committee has, as part of the process of creating this Investment Strategy Statement agreed a set of ‘Investment Beliefs’ which are summarised briefly below:

- All investment decisions should be made on an objective basis supported by the most appropriate evidence available.
- The Hertfordshire Pension Fund has very long term liabilities and it is therefore believed that a long-term approach to investment matters is both appropriate and desirable.
- Risk and return are related. Riskier assets are expected to be held only when there is a reasonable expectation of higher returns being generated. There are some risks for which no additional return is expected; these should be avoided or mitigated.
- Diversification is an effective way of reducing the volatility of an asset portfolio and therefore reducing the volatility of the Pension Fund’s funding level.
- Investment risk is multi-dimensional and complex. The Fund is subject to a range of investment risks which are addressed in the investment strategy-setting process. There are other risks such as regulatory risk, employer risk and longevity risk which are addressed elsewhere.
- Excess returns are not certain. The Committee aims to manage the Fund on a cost-effective basis and seeks correspondingly favourable terms from the Fund’s asset managers. It is also recognised that ‘value for money’ is best considered in terms of ‘net of fees’ returns which the Committee monitors regularly.
- The real world, of economies and markets, is complex. Simple explanations are unlikely to be robust. To reflect this complexity the Committee takes material time and effort to understand the issues with which it is faced and also, from time to time, undertakes training on specific topics from specialist providers.
- Innovation and evolution can be of benefit to the long term investor. A willingness to consider new investment ideas is likely to bring value to the Fund in the longer term, especially if balanced with a consistency of thought and governance processes.
- Environmental, Social and Governance factors cannot be ignored by those responsible for a large and diversified portfolio of assets. In particular, the risks of being exposed to poor ESG practice is likely to be material for the Fund, and the Committee therefore includes, as part of its monitoring processes, reviews of managers’ ESG policies and practices.

## 2.2. Investment strategy and the process for ensuring suitability of investments

The Fund's objective is to pay benefits as they fall due and this requires the build-up of sufficient reserves in advance. The Fund is currently assessed to have a deficit, in respect of historic benefits accrued, and so the asset strategy is focused on achieving returns in excess of gilts, without taking undue risk in order to reduce this deficit. Having a thorough understanding of the risks facing the Fund is crucial and these are covered later in this statement.

The target asset allocation as at March 2016 for the fund is set out in the table below and has an allocation of 75% to growth assets and 25% to defensive assets:

Asset class	Allocation %	Role (s) within the strategy
Equity: UK Global <b>Total</b>	 16.0 34.2 <b>50.2</b>	Long term growth in excess of gilt returns and expected inflation. Includes diversification of UK and Global equities for market growth and currency exposure
Bonds	25.0	Dampens the volatility of funding level Income generating Liability matching properties Diversification of return source
Property	8.0	Diversification. Generates investment income; Returns expected to be inflation-sensitive Exposure to Illiquidity premium
Alternatives	15.8	Diversified source of returns Some inflation protection Source of income Exposure to illiquidity premium
Cash	1.0	Cash flow to meet statutory liabilities, including monthly pension payroll payments.



The new investment strategy will target an asset allocation of 65% to growth assets, and 35% to defensive assets, of which 10% will be invested in real assets. The Fund will look to deliver this new strategy and asset allocation over the medium term and will work with the Fund's investment consultant to implement this new strategy. The table below provides an overview of the role each asset plays in achieving the Fund's objectives is set out in the table below:

<b>Asset class</b>	<b>Allocation %</b>	<b>Role (s) within the strategy</b>
Equity: UK Global <b>Total</b>	10 30 40.0	Long term growth in excess of gilt returns and expected inflation. Includes diversification of UK and Global equities for market growth and currency exposure
Bonds	25.0	Dampens the volatility of funding level Income generating Liability matching properties Diversification of return source
Property	8.0	Diversification. Generates investment income; Returns expected to be inflation-sensitive Exposure to Illiquidity premium
Alternatives	16.0	Diversified source of returns Some inflation protection Source of income Exposure to illiquidity premium
Real Assets*	10.0	Diversification Generates investment income and some inflation protection Exposure to illiquidity premium
Cash	1.0	Cash flow to meet statutory liabilities, including monthly pension payroll payments.

\*The Fund will look to allocate to a range of Real Assets, this is expected to include, although not limited to, High Lease to Value Property (HLV), Infrastructure Debt and Private Residential Property (PRS).

The Committee is responsible for the Fund's asset allocation which is determined via a triennial strategy review as part of the actuarial valuation process but is kept under constant review; noting that strategic changes are an evolutionary process.

The triennial review looks at both qualitative and quantitative analysis, covering:

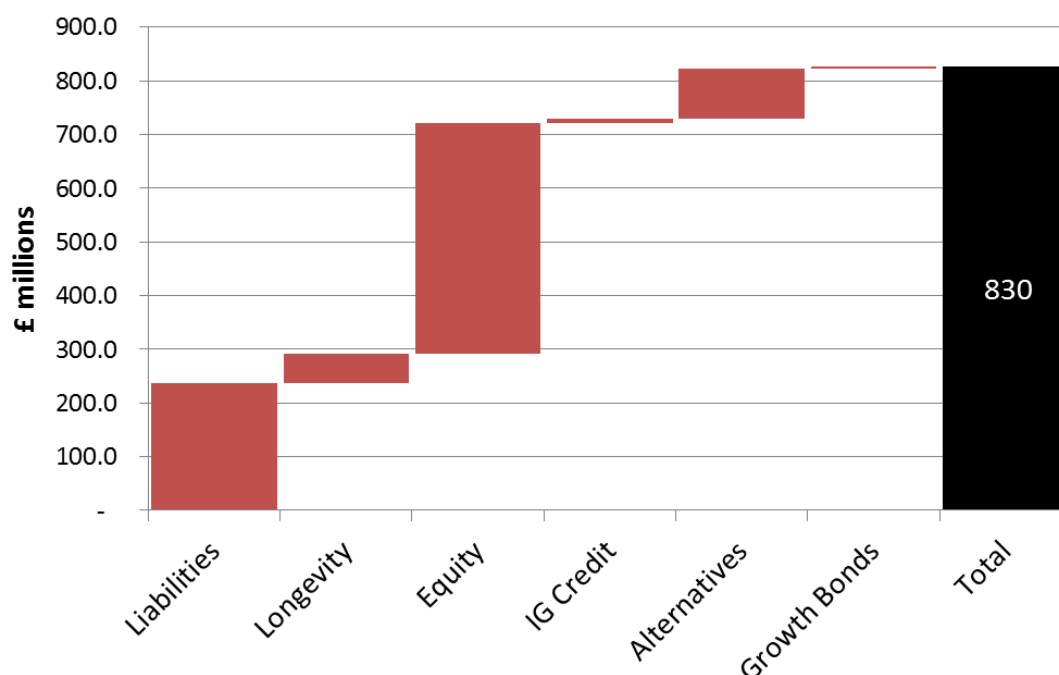
- The required level of return that will mean the Fund can meet its future benefit obligations as they fall due
- The level of risk that the Fund can tolerate in absolute terms, and in relation to its funding level and deficit
- An analysis of the order of magnitude of the various risks facing the Fund is established in order that a priority order for mitigation can be determined
- The desire for diversification across asset class, region, sector, and type of security.

## 2.3. Risk measurement and management

The Committee assesses risks both qualitatively and quantitatively, with the starting point being the triennial strategy review. Risks are considered, understood and then prioritised accordingly.

### Investment Risks

The Fund is exposed to a number of different types of risk of which the most significant are related to investment and market risk. The chart below shows the VaR<sup>1</sup> (Value at Risk, essentially the minimum losses that would occur in a 1-in-20 downside event) facing the Fund, split into major risk categories.



As the above graphic illustrates, equities and liabilities are the greatest sources of risk, although equities are expected to outperform liabilities over the long term, they are the fund's largest single source of risk. The other significant source of risk is from changes in the present value of its liabilities, which is sensitive to changes in gilt yields and inflation expectations. Further detail on the risks and any mitigation actions that the Fund takes to address them are detailed below.

#### Equities

The largest risk that the Fund is running is in relation to its equity holdings. Should equity market conditions deteriorate significantly this will have a negative impact on the funding level. The Fund holds equities in order to provide the necessary returns to ensure that the Fund remains affordable. The Committee believes that the extra returns that are expected to be generated by equities compensate for the level of risk equities bring to the Fund, but mitigates this risk by investing significant amounts in diversifying assets; bonds, property and alternatives.

The Fund is a long term investor but does require income over and above contributions received in order to pay pensions. A strategy is therefore being developed that would seek additional income from alternative assets and bonds, rather than from equities, in order to avoid being a forced seller at a low point in the market.

#### Liabilities

The Fund's liabilities are affected by both interest rates (gilt yield) and inflation; the pensions that the Fund will ultimately pay to members are linked to inflation and so as inflation expectations rise so do the expected cashflows that the Fund will have to pay in future. The Fund's liabilities are also sensitive to interest rates because of the method that the actuary uses to place a present value on all the future pension payments. The Fund will seek to invest in a range of assets that:

- provide returns in excess of inflation;
- in some cases provide an inflation-linked income, subject to a tolerable level of volatility;
- are sensitive to interest rates to reduce the impact that changes to the present value of the liabilities have on the funding level.

<sup>1</sup> VaR calculation based on the valuation results of 31 March 2016.  
Hertfordshire Pension Fund Annual Report and Accounts 2019/20

### Alternatives

The Fund has a significant amount of assets allocated to a range of alternatives, with specific allocations to property and private equity in addition to an alternatives mandate which invests in a range of asset classes. The risks that these investments bring at an individual level are not insignificant but the Committee believe that over the long term alternatives will provide returns that compensate for the risks being run. Additionally the level of diversification the assets provide helps to reduce the Funds reliance on returns from equities. Illiquid assets such as property are also a valuable source of income.

### Active Manager Risk

Investment Managers are appointed to manage the Fund's investments on its behalf. This risk is small relative to other risks; nevertheless the Fund still addresses this risk through diversification of its exposure to active managers and careful monitoring of their progress. The Fund maintains a balance between passive and active management; determining the most appropriate approach in relation to the asset class. The Fund has an active risk management programme in place that aims to help it identify the risks being taken and put in place processes to manage, measure, monitor and (where possible) mitigate the risks being taken. Key risks and mitigating controls are incorporated in the Fund's risk register which is monitored on an ongoing basis and reported to the Pensions Committee and LGPS Board quarterly.

The Fund's portfolio is well diversified across asset classes, geography and asset managers. As different asset classes have varying correlations with other asset classes, by investing in a range of different investments, the fund can reduce the total level of risk run to a material extent.

To put some of the above risks into perspective the table below shows how a range of events could impact the Fund:

Event	Event movement in isolation	Impact on Deficit
Fall in equity markets	20% fall in equities	£430m
Rise in expected inflation	1% increase in inflation	£585m
Fall in interest rates	1% fall in interest rates	£585m
Active Manager underperformance	3% underperformance from all active managers	£80m

The other principal risks that the Fund is exposed to can be identified as:

- The Fund's investment strategy and asset allocation does not deliver the long term asset returns and growth required to meet the Fund's liabilities;
- The Funding level of the Pension Fund deteriorates;
- Scheme employers default on meeting their obligations to the Pension Fund and LGPS; and
- Third party risk – failure of Fund providers and regulatory non-compliance.

Details of these risks and a summary of control mechanisms can be found in appendix E of the Fund's funding strategy statement <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>.

### Cashflow Risk

The Fund's cash flow position is currently positive but the Fund is gradually becoming more mature and this position is monitored by the Fund's officers and Fund Actuary at each triennial valuation. This will become an important consideration in setting and monitoring the Fund's investment strategy and asset allocation to illiquid and liquid assets. This issue is currently addressed at total Fund level. As part of the lead up to the next triennial valuation the Fund will look to develop sub-strategies to address the differing funding levels of the employers within the scheme. The Fund also receives investment income which could be used to pay benefits rather than be re-invested if and when the Fund becomes cash flow negative.

### Demographic Risk

The Committee reviews the demographic assumptions of the Fund every three years as part of its triennial valuation to mitigate the risk that any changes to longevity and other factors would have on the Fund. Measures to mitigate this risk include review of employer contributions, asset allocation and bond or other insurance. Further details on the

assumptions used in the valuation can be found in appendix C of the Fund's funding strategy statement <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>.

## **Fund Governance Risk**

The Fund believes that there is a benefit to the Fund to be gained from good governance of its Committee in the form of either an increased return and/or decreased risk. Poor governance can lead to opportunities and risks being missed, and have a detrimental effect on the funding level and deficit.

Details of the Fund's governance structure can be found in the Governance Compliance Statement, details of which can be found in the Annual Report and Accounts <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Annual-reports.aspx>.

## **Environmental, Social and Governance ('ESG') Risks**

The Committee believes that ESG risks should be taken into account on an ongoing basis and are an integral part of the Fund's strategy and objective of being a long term investor.

The Committee believes that engagement with the underlying companies through our investment managers is key in relation to strong corporate governance and managing ESG risks, which in turn will enhance returns. Details of the Fund's policies can be found later in this statement.

## **Asset Pooling Risk**

The Fund is a member of the ACCESS pool and may be exposed to additional risk during the transition of assets to the pool and may incur unexpected costs in relation to the transition of assets among managers. The pool will seek suitable professional advice during this transition period to budget and manage cost.

### **2.4. Approach to asset pooling**

Hertfordshire is a member of the ACCESS pool along with the following 10 other pension funds:

- East Sussex
- Essex
- Hampshire
- Cambridgeshire
- Isle of Wight
- Kent
- Norfolk
- Northamptonshire
- Suffolk
- West Sussex

All eleven funds are committed to working together collaboratively to meet the criteria for pooling and have signed a Memorandum of Understanding to underpin their partnership (will be updated for IAA). ACCESS is working to a project plan in order to create the appropriate means to pool investments. The first investments planned to be pooled in 2018 will be passively-managed investments.

The ACCESS Funds have set out how they meet the pooling criteria, the pool's structure, governance arrangements and services to be shared in the submission made to the Government in July 2016, which is available on ACCESS's website <http://www.accesspool.org/>

All eleven ACCESS funds expect that all investments will be pooled apart from a minority of investments where there is a no value for money benefit to pooling. These have been / will be set out as part of the pooling criteria.

## **Assets to be invested in the Pool**

The Fund's intention is to invest its assets through the ACCESS Pool as and when suitable Pool investment solutions become available. An indicative timetable for investing through the Pool was set out in the July 2016 submission to Government. The key criteria for assessment of Pool solutions will be as follows:

1. That the Pool enables access to an appropriate solution that meets the objectives and benchmark criteria set by the Fund
2. That there is a clear financial benefit to the Fund in investing in the solution offered by the Pool, should a change of provider be necessary.

**Assets held outside the pool**

At the time of preparing this statement the Fund has elected not to invest the following assets via the ACCESS Pool:

<b>Asset class</b>	<b>Manager</b>	<b>% of Fund assets</b>	<b>Benchmark</b>	<b>Reason for not investing via the ACCESS pool</b>
Private Equity	HarbourVest, Standard Life Capital, Pantheon	3.3%	FTSE All-Share index	Existing illiquid asset programmes will run off at normal lifecycle to avoid crystallising exit costs and loss of illiquidity premium earned.
Alternatives	LGT Capital	9.6%	3 month Sterling LIBOR	This mandate is made up of illiquid and liquid asset classes which because of the nature of both the fee structure and legal structure of the entities invested in is likely to make pooling both extremely difficult to implement and significantly more costly for the Fund..
Operational Cash	Hertfordshire County Council	1%	7 day LIBID	The Hertfordshire Pension Fund needs to manage its cash flow to meet statutory liabilities, including monthly pension payroll payments, therefore a reasonable level of operational cash will be held outside the pool.

**2.5. Environmental, Social and Corporate governance and the exercise of rights (including voting rights) policies**

With regard to responsible investment, the Committee is mindful of the following legal principles, which are based on recent decisions in the courts and which apply to all pension schemes:

- Administering authorities are free to adopt a policy of socially responsible investment, provided that they treat the financial interests of all classes of scheme members as paramount and their investment policies are consistent with the standards of care and prudence required by law.
- Administering authorities are free to avoid certain kinds of prudent investment, which they consider scheme members would regard as objectionable as long as they make equally financial advantageous and prudent investments elsewhere. They may also make “ethical” investments provided these are otherwise justifiable on investment grounds.
- Administering authorities are not entitled to subordinate the interests of members to ethical or social concerns. The financial performance of the Fund consistent with proper diversification and prudence is paramount.

The Committee has a fiduciary duty to invest Fund assets in members’ best interests and so must ensure that assets are invested in an appropriate manner; as a result any ESG considerations must be taken in light of expected return implications.

ESG issues can have a material impact on long-term risk and return outcomes and considering these issues is consistent with the fiduciary duty of the Committee. The Fund is a long-term investor and is committed to being an active owner. It wishes to promote a policy of dialogue on responsible investment issues, through its investment managers, with company management.

The Committee has identified the following ESG issues as a focus for engagement with its managers:

- Environmental issues: including conserving energy, promoting alternative energy sources, recycling, avoiding pollution and using environmentally friendly and sustainable resources
- Human rights: including child labour issues in foreign subsidiaries of UK companies or operations in countries with oppressive regimes
- Employment standards: including equal opportunities, health and safety, trade union recognition and employee participation

The Fund invests via pooled funds and therefore expects its underlying investment managers to exercise voting and engagement rights on its behalf. The Fund is therefore subject to the ESG and voting policies of the individual investment managers. The Committee considers these policies when appointing a new manager and when monitoring investment

## Investment Report

managers, the Officers consider whether each manager's actions and engagement activities have been appropriate and in keeping with the Fund's policy.

The Fund complies with the UK Stewardship Code ('the Code') and is preparing a formal statement of compliance with the Code for assessment. The Fund encourages its underlying investment managers to comply with the Code.

It is proposed to monitor action by investment managers on a quarterly basis and further develop this policy on an annual basis on the basis of experience. The Committee will also receive an annual report from its Investment Consultant on the ESG credentials of its investment managers.

### **Myners Principles**

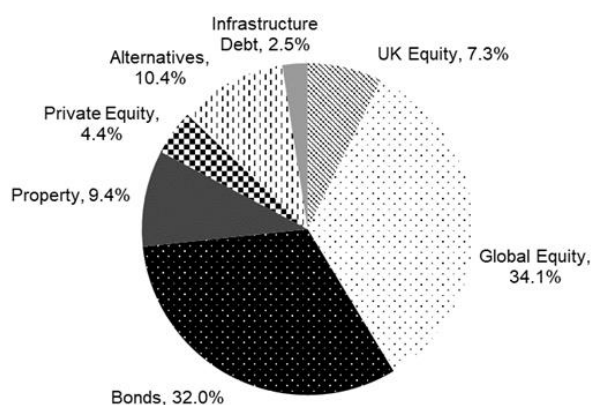
Although no longer referenced in the Regulations, the Committee considers that assessment of compliance with the Myners Principles is a valuable governance tool. A copy of the Fund's Myners Compliance Statement can be found in the Annual Report and Accounts. <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Annual-reports.aspx>.

### 3. Investment Policy

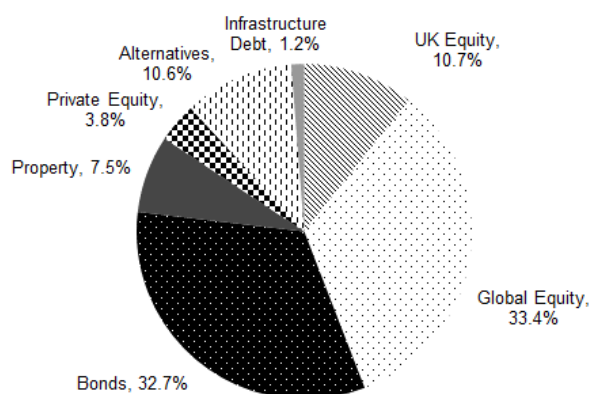
The Investment Strategy Statement, on page 54, sets out the target asset allocation of the Pension Fund for 2019/20, in comparison with the Pension Fund's specific benchmark allocation.

The actual distribution of the Pension Fund's assets across the main asset classes as at 31 March 2020 (and as at 31 March 2019 for comparison) are shown below:

**Distribution of the Pension Fund at 31 March 2020**

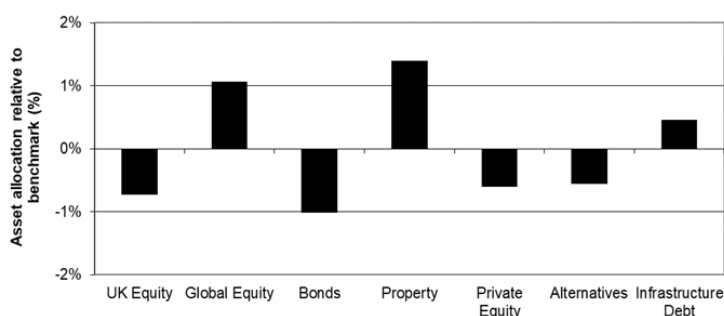


**Distribution of the Pension Fund at 31 March 2019**

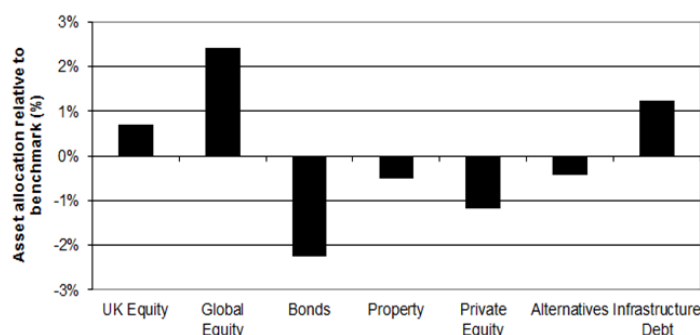


*May not sum due to rounding*

The actual asset allocation of the Pension Fund relative to the benchmark allocation is outlined below as at 31 March 2020 (with 31 March 2019 also shown for comparison):



**Actual asset allocation relative to benchmark allocation as at 31 March 2020**

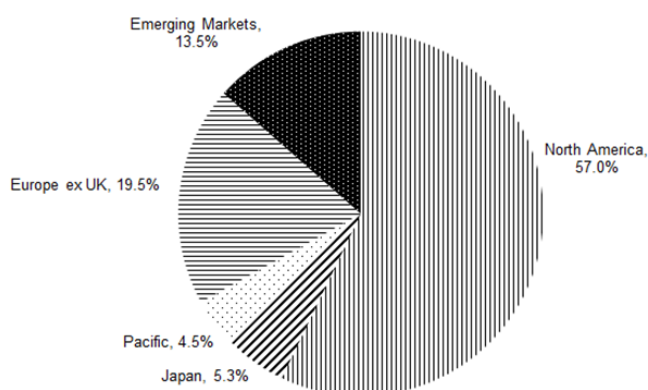


**Actual asset allocation relative to benchmark allocation as at 31 March 2019**

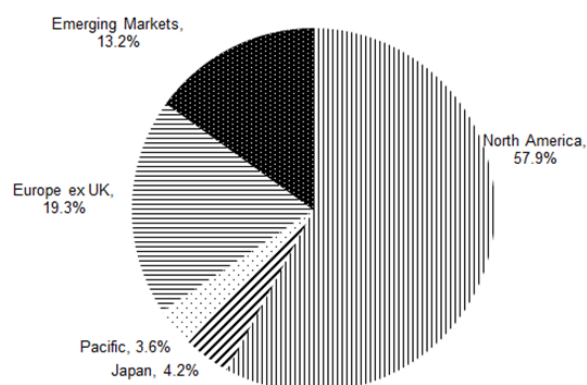
As at 31 March 2020, the Pension Fund's allocation to global equities and property was overweight relative to the benchmark allocation, with other allocations underweight, particularly bonds.

The regional distribution of the Pension Fund's overseas equity investments as at 31 March 2020 (and as at 31 March 2019 for comparison) is shown below:

**Distribution of Pension Fund's Overseas equity investments at 31 March 2020**



**Distribution of Pension Fund's Overseas equity investments at 31 March 2019**



*May not sum due to rounding*

The top ten largest equity holdings of the Pension Fund as at 31 March 2020 (and as at 31 March 2019 for comparison) are shown below.

<b>Ten Largest Equity Holdings at 31 March 2020</b>	<b>Market Value (£millions)</b>	<b>% of Total Investments</b>
Microsoft	28.4	0.6
United Health	17.3	0.4
Visa	16.5	0.3
Roche	15.1	0.3
Cooper	14.9	0.3
Ecolab	14.5	0.3
Agilent Technologies	14.0	0.3
Accenture	13.9	0.3
Intuit	13.6	0.3
Taiwan Semiconductor	12.1	0.3

<b>Ten Largest Equity Holdings at 31 March 2019</b>	<b>Market Value (£millions)</b>	<b>% of Total Investments</b>
Microsoft	21.4	0.4
United Health	16.4	0.3
Ecolab	15.6	0.3
Visa	15.3	0.3
Agilent Technologies	15.0	0.3
Intuit	14.7	0.3
Union Pacific	14.3	0.3
Accenture	14.3	0.3
Roche	12.2	0.3
Estee Lauder	12.0	0.2



## 4. Review of World Markets (courtesy of Mercers)

### Investment Markets <sup>1</sup>

Following a strong 2019, investment markets started 2020 with the worst quarter since the end of 2008, as the global economy went through an unprecedented synchronised shutdown in light of the COVID-19 pandemic.

Over 2019, the global economy continued its expansion, led by the US which saw a tightening labour market, rising wages and consumer confidence, fuelled by the business-friendly stance of the Trump administration even though trade tensions took some toll on business confidence. Japan, the UK and continental Europe saw more measured growth even though economic data from continental Europe over the year has been hinting at a continued slowdown. In the UK, the outcome of the 2019 election was well received by markets, though uncertainty over how Brexit proceedings will unfold still remains. Headwinds for emerging markets began to soften in early 2019, with improvement on the trade front. In the first quarter of 2020, however, the global economy entered what is expected to be the most severe downturn since the Great Depression, oil prices collapsed as a price war between Russia and Saudi Arabia escalated while global demand collapsed simultaneously due to the COVID-19 outbreak. Unprecedented monetary easing and fiscal programmes not seen since World War II cushioned the blow to financial markets somewhat.

Reviewing the 12 months to 31 March 2020 chronologically, the second quarter of 2019 was volatile but global equity markets ended the quarter on a positive note in both US dollar and sterling terms. The third quarter saw a sell-off during August 2019 amid global slowdown fears as well as continued trade tensions. The correction was not as severe as in late 2018 and global equity markets recovered, finishing the third quarter pretty much flat in US dollar terms but positive in sterling terms. Equity markets then rallied in the fourth quarter as progress on the trade front, as well as the prospect of prolonged easy monetary conditions on a global level, lifted sentiment. Unhedged UK investors saw most of these gains offset by the strong sterling appreciation, which accompanied the outcome of the December General Election, which was generally well received by markets. The COVID-19 pandemic which originated in China in December 2019 and started to spread globally from the second half of the first quarter of 2020 prompted governments to shut down entire countries including the US, UK and most of Europe. The abrupt halt in business activities and collapse in corporate earnings prompted investors to flee equity markets into safe haven assets with the result being the worst equity sell-off since 2008 even though sterling weakening against US dollar offset losses somewhat for unhedged UK investors.

Bond markets performed well in 2019 in both US dollar and sterling terms amidst more accommodating central bank rhetoric and a cutting cycle initiated by the Fed that continued up to the end of the third quarter of 2019. Unprecedented monetary easing measures across the globe including the Bank of England cutting the benchmark rate to 0.1% on 19 March 2020 and reinitiating quantitative easing led to a government bond rally in the first quarter of 2020 as yields fell to the lowest level in history. Amidst the general market volatility, the uncertainty about the future of RPI has been weighing on the index-linked gilt market. It is difficult to isolate the impact of the uncertainty around RPI from general market uncertainty, such as the potential deflationary impact of COVID-19 or the potentially inflationary impact of monetary easing. Inflation-linked government bonds globally have fallen in value relative to nominal assets.

UK property saw moderate returns relative to other risk assets over 2019 but the market was severely impacted by the COVID-19 crisis in March 2020, with heightened market volatility leading to material uncertainty clauses being added to valuations at the date this report is written. In-line with other risk assets, property values experienced significant falls over the first quarter, with buildings let to non-food retail, hotels and leisure tenants worst affected, while those with long-term secure income proving more resilient thus far.

### Equities

At a global level, developed markets as measured by the FTSE World index, returned -6.0%. Meanwhile, a return of -13.0% was recorded by the FTSE All World Emerging Markets index.

At a regional level, European markets returned -8.0% as indicated by the FTSE World Europe ex UK index. At a country level, UK stocks as measured by the FTSE All Share index returned -18.5%. The FTSE USA index returned -2.3% while the FTSE Japan index returned -2.1%. The considerable underperformance of UK equities is partially attributed to the index's large exposure to oil, gas and basic materials.

Equity market total return figures are in sterling terms over the 12-month period to 31 March 2020.

### Bonds

UK Government Bonds as measured by the FTSE Gilts All Stocks index, returned 9.9%, while long dated issues as measured by the corresponding Over 15 Year index had a return of 17.6% over the year as the longer end of the nominal yield curve fell by more than the shorter end. The yield for the FTSE Gilts All Stocks index fell over the year from 1.36% to 0.66% while the Over 15 Year index yield fell from 1.48% to 0.75%.

## Investment Report

The FTSE All Stocks Index-Linked Gilts index returned 2.2% with the corresponding over 15-year index exhibiting a return of 2.0%. Falling inflation expectations offset falling nominal yields to an extent, cushioning the fall of real yields somewhat which explains the underperformance of index-linked gilts relative to nominal gilts.

Corporate debt as measured by the Bank of America Merrill Lynch Sterling Non-Gilts index returned 1.7%.

Bond market total return figures are in sterling terms over the 12-month period to 31 March 2020.

### Property<sup>2</sup>

UK property investors benefitted from the improving property market during 2019. Over the 12-month period to 31 March 2020, the IPD UK All Property index returned 0.1% in sterling terms. UK property delivered negative total returns over the first quarter of 2020 as many property funds have placed material uncertainty clauses on valuations.

### Commodities

The price of Brent Crude Oil fell 67.0% from \$68.55 to \$22.60 per barrel over the one-year period. Over the same period, the price of Gold increased 24.4% from \$1,295.72 per troy ounce to \$1,612.10.

The S&P GSCI Commodity Spot index returned -38.1% over the one-year period to 31 March 2020 in sterling terms.

### Currencies

Over the 12-month period to 31 March 2020, sterling depreciated by 2.6% against the US dollar from \$1.30 to \$1.24. Sterling depreciated by 7.2% against the yen from ¥144.23 to ¥133.86. Sterling depreciated against the euro by 4.8% from €1.16 to €1.13 over the same period.

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<sup>1</sup> Statistics sourced from Thomson Reuters Datastream unless otherwise specified.

<sup>2</sup> Statistics sourced from MSCI Investment Property Database.

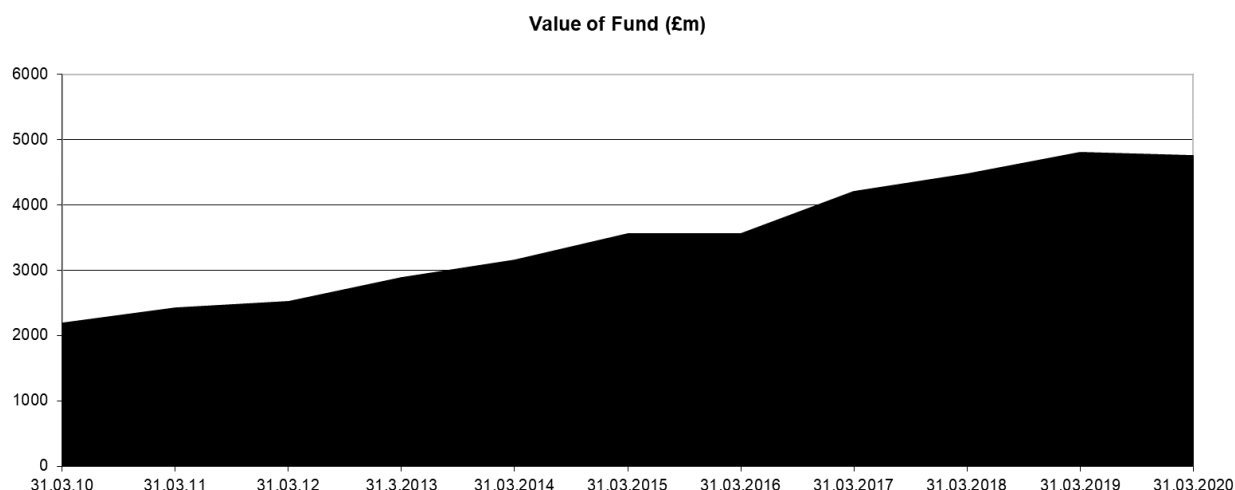
## 5. Investment Performance

In order to monitor the performance of the investment managers, the Pension Fund participates in performance measurement services. In 2019/20 these services were provided by BNY Mellon Asset Servicing B.V. and Mercer. The performance of the investment managers is reported to the Pensions Committee on a quarterly basis.

Over the twelve months to 31 March 2020, the Pension Fund return was -1.4% (gross of fees) and -1.5% (net of manager fees).

### Change in the Pension Fund's Total Assets

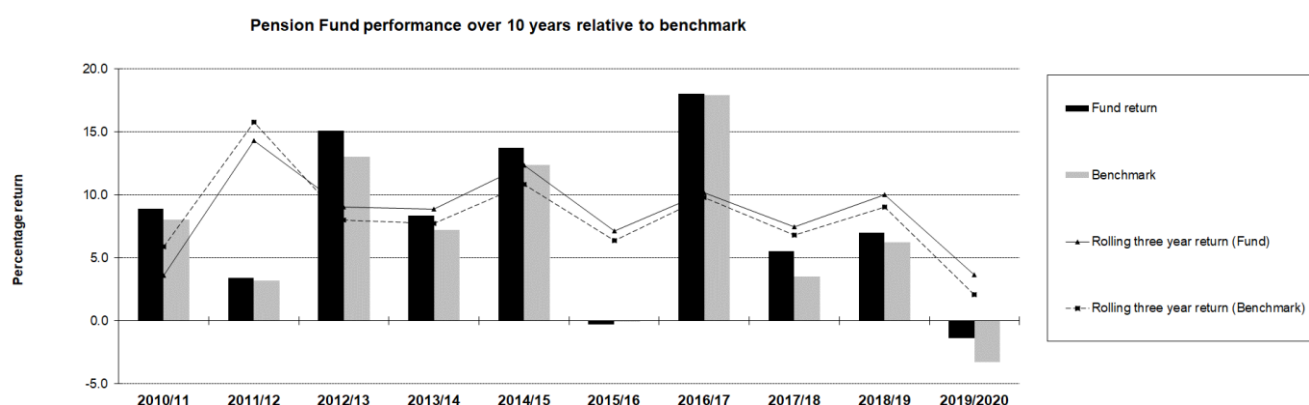
The change in the value of the Pension Fund's invested assets over the ten years to 2019/20 is shown below.



### Comparison with the Pension Fund's Benchmark

The Pension Fund's performance is analysed against a customised benchmark, as set out in the Investment Strategy Statement on pages 54-61. The graph below shows the annual investment returns (gross of fees) of the Pension Fund compared to the benchmark over the last ten years. This shows that the Pension Fund has performed above benchmark in nine years out of the last ten.

Overlaid on the chart is a rolling three year annualised return of the Fund's assets compared with the equivalent figures for the benchmark.



The table below shows the long term performance of the Pension Fund to 31 March 2020 against the benchmark.

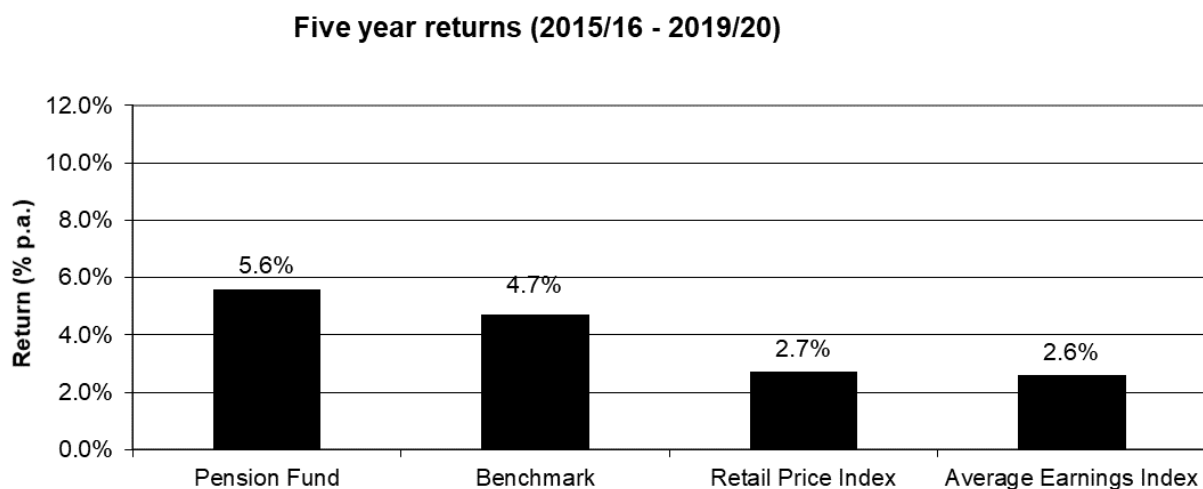
	Pension Fund	Benchmark	Relative Performance
3 year (% p.a.)	3.7	2.1	1.6
5 year (% p.a.)	5.6	4.7	0.9
10 year (% p.a.)	7.7	6.6	1.1

Performance is shown gross of fees, source BNY Mellon.

## Performance Comparisons

### Long term returns

The five year returns from 2015/16 to 2019/20 are shown in the chart below:

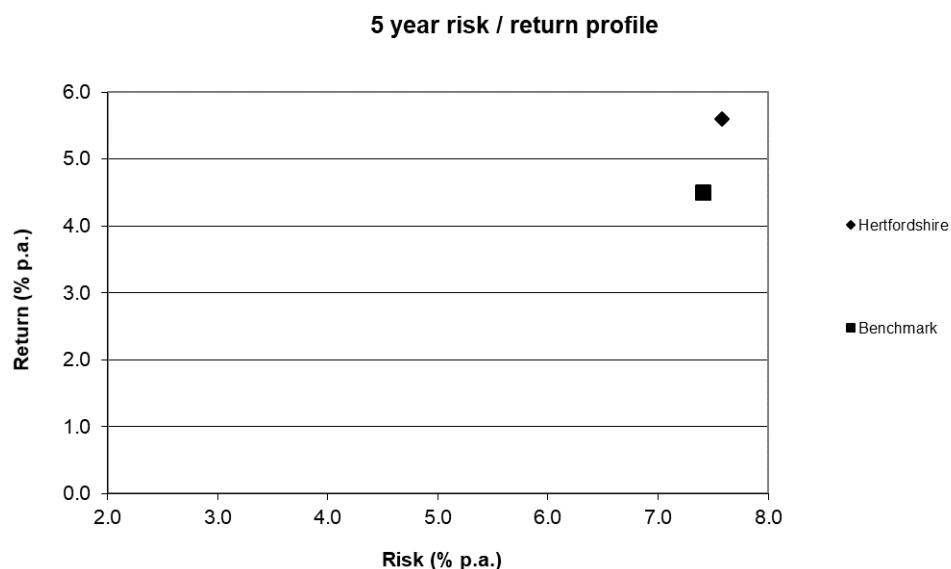


Return for Average Earnings Index shown for the five years to 28 February 2019 as that was the latest available at the time of writing.

The chart above shows that over the last five financial years, the Pension Fund's performance outperformed retail price inflation and the rate of growth in average earnings.

### Risk comparisons

The chart below highlights the risk and return profile of Pension Fund relative to its benchmark over the last five years to 31 March 2020.



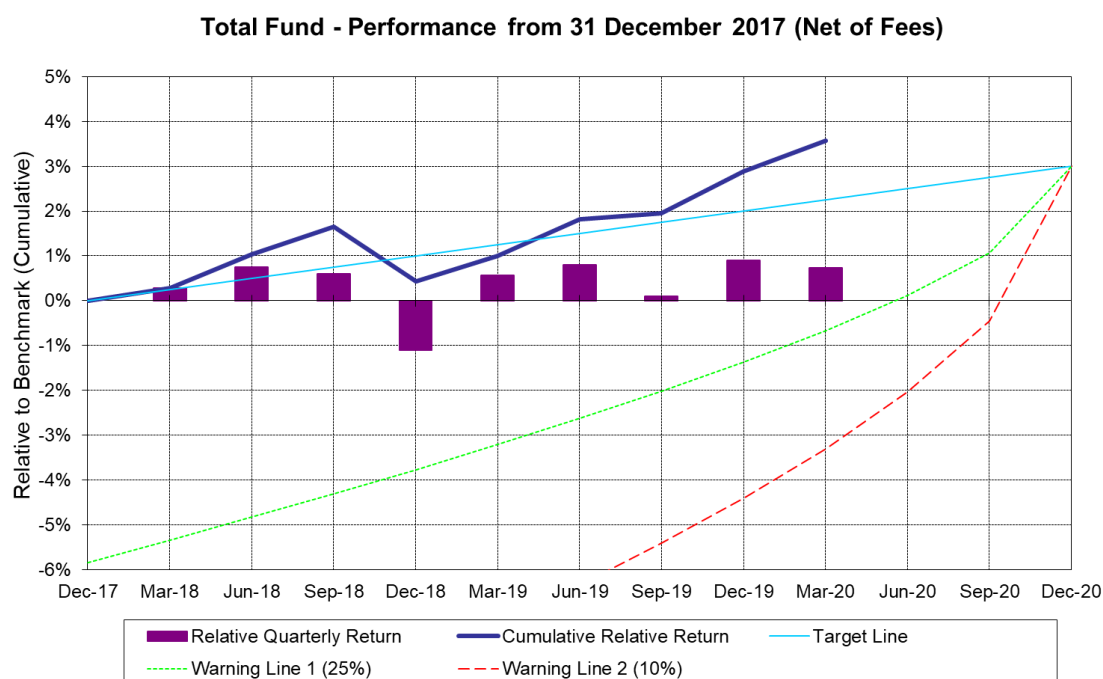
Risk is defined as the volatility or annualised standard deviation of quarterly returns.

This highlights that the Pension Fund's returns have been marginally more volatile than the Pension Fund's benchmark. The Pension Fund did however generate higher returns than the benchmark over this period and so has been more than compensated for the additional risk.

## Control chart

The control chart below highlights the performance of the Pension Fund over time against its targets to put into perspective any significant deviation from the target.

The chart spans three years as this is the time period over which the majority of the managers are expected to meet their target.



The lines on the charts are as follows:

### The Benchmark Return

This is the horizontal line, at point 0%, representing the benchmark return. If the Fund's performance was exactly in line with the benchmark return, the performance line (see below) would follow this horizontal line exactly.

### Relative Quarterly Return

The bars represent the difference between the Fund's investment returns from those of the benchmark over each quarterly period. A positive bar (above zero) represents positive performance and a negative bar (below zero) represents negative performance.

### Cumulative Relative Return

This solid line represents the cumulative performance achieved relative to the benchmark return. Because active investment management produces uneven returns, the performance is not expected to exactly follow the target line. Instead the performance will fluctuate with the objective that the performance line will meet or exceed the target line by the end of the period.

### The Target Line

This is a simplistic representation of cumulative added value over the period. If, for example, a manager has a target to achieve a return of 0.5% p.a. in excess of the benchmark return, the graph will show the target of 1.5% added value by the end of the three year period. This is shown as a thin light blue line.

## ACTIVE EMPLOYERS

### Scheduled Bodies

#### Councils and other bodies whose employees have a statutory right to be in the Scheme

Broxbourne Borough Council	Police and Crime Commissioner
Dacorum Borough Council	St Albans District Council
East Herts District Council	Stevenage Borough Council
Hertford Regional College	Three Rivers District Council
Hertfordshire Constabulary	University of Hertfordshire
Hertfordshire County Council	Watford Borough Council
Hertsmere Borough Council	Welwyn Hatfield Borough Council
North Hertfordshire College	West Hertfordshire College
North Herts District Council	West Herts Crematorium
Oaklands College	

#### Academies, Free Schools, Studio Schools and Technical Schools

Adeyfield School	Laureate Academy
Adeyfield School (STAGS)	Leventhorpe School
Agora Learning Partnership (HFL MAT)	Links ESC
Alban City School	Little Reddings Primary School
Alban Wood Primary School & Nursery	Longdean School
Applecroft	Loreto College
Ascot Road Community Free School	Mandeville Primary
Beaumont	Manor Fields Primary School
Bedmond Academy	Marlborough School Science College
Beech Hyde Primary School & Nursery	Meryfield Community Primary School
Beechfield Primary School	Monkswalk School
Birchwood High School	Mount Grace
Bishops Hatfield Girls School	Mount Pleasant Lane School
Bovingdon Primary	Nicholas Breakspear Catholic School
Brandles School	Northgate Primary School
Broadfields Primary School	Onslow St Audreys
Bromet Primary School	Our Lady Catholic Primary School
Broxbourne Academy	Oxhey Wood Primary School
Bushey Academy	Parmiter's School (AC)
Bushey Meads School	Pinewood School
Camps Hill Academy	Presdales
Chancellors School	Queens School
Chaulden Junior Academy	Ralph Sadlier
Chauncy School	Richard Hale
Cherry Tree Primary School	Rickmansworth School
Christ Church CoE School	Ridgeway Academy (Sir Frederic Osborn Academy)
Churchfield CoE Academy	Robert Barclay Academy
Countess Anne Academy	Roebuck Academy
Crabtree Infants School	Roman Way First School
Crabtree Junior School	Roselands School
Cranbourne School	Roundwood Park School
Croxley Danes School	Roysia
Dame Alice Owens School	Samuel Ryder Academy
Danes Education Trust	Sandringham School

Appendix 1: List of Employing Bodies

Divine Saviour RC Primary School	Sarratt Primary School
Elstree UTC	Scholars' Education Trust - Central Team
Fair Field Junior School	Simon Balle
Fairlands Academy	Sir Frederic Osborn Academy
Flamstead End Primary & Nursery	Sir John Lawes School
Fleetville Infants	Sir Thomas More
Fleetville Juniors	Springmead Primary School
Francis Combe	St Joan of Arc
Freman College	St Albans Girls School
Garden City Academy	St Catherine of Siena
Goffs Churchgate Academy	St Clement Danes School
Goff's School	St Georges
Grange Junior School	St Johns
Greneway	St John's Catholic Primary School
Grove Academy (Aspire Trust) formerly	St Luke's Academy
Berrygrove Academy	
Grove Road Primary School	St Mary's Catholic School Royston
Hailey Hall School	St Mary's Cof E High School
Haileybury Turnford	St Michael's
Hammond Primary	St Thomas More (Academy - Actives)
Harpenden Academy	Stanborough
Hartsbourne Primary School	Summerville Primary School
Hatfield Community Free School	The Barclay School
Herts and Essex Academy	The Grove Academy
Hertsmere Jewish Primary School	The Orchard Primary School
Hertswood School	The Reach Free School
HFL MAT	The Sele School
Hitchin Boys	The Wroxham School
Hitchin Girls School	Thomas Alleyne
Holy Rood Catholic Primary School	Tring School
Inclusive MAT	Verulam School
John Henry Newman	Warren Dell Primary School
John Warner School	Waterside Academy
Jupiter Community Free School	Watford Grammar School for Boys
Katherine Warington School	Watford Grammar School for Girls
King James Academy Royston (previously	Watford St John's CofE Primary School
Meridian Academy - Actives)	
Kings Langley School	Watford UTC
Knights Templar School	West Herts Community Free School
Knightsfield	Westfield Academy
Knutsford School	Wilbury Junior School
Lanchester Community Free School	Wilshire Dacre Academy
Larkspur Primary School	Windhill
Larwood Academy	Woolgrove School
Laurance Haines School	Yavneh College

### **Employers who can designate their employees to be in the Scheme**

Abbots Langley Parish Council	London Colney Parish Council
Aldbury Parish Council	Markyate Parish Council
Aldenham Parish Council	Nash Mills Parish Council
Ashwell Parish Council	North Mymms Parish Council
Berkhamsted Town Council	Redbourn Parish Council
Bishop's Stortford Town Council	Royston Town Council
Buntingford Town Council	Sandridge Parish Council
Chipperfield Parish Council	Sawbridgeworth Town Council
Chorleywood Parish Council	South Mimms Parish Council
Colney Heath Parish Council	St Stephens Parish Council
Croxley Green Parish Council	Stanstead Abbots Parish Council
E2BN	Stanstead St Margaret's Parish Council
Elstree & Borehamwood Town Council	Tring Town Council
Harpenden Town Council	University Bus
Hatfield Town Council	Walkern Parish Council
Hertford Town Council	Ware Town Council
Hertingfordbury Parish Council	Watford Rural Parish Council
Kimpton Parish Council	Welwyn Parish Council
Kings Langley Parish Council	Wheathamsted Parish Council
Knebworth Parish Council	Woolmer Green Parish Council

### **Admitted Bodies (employers who participate by virtue of an admission agreement)**

Alliance in Partnership Ltd	Interserve
Amey Plc	John O'Conner (Grounds Maintenance)
Aspens Services Limited	Letchworth Garden City Heritage Foundation
B3 Living (formerly Broxbourne Housing Association)	Mears Building Contractors Ltd*
Birkin Cleaning Services	Mountain Healthcare Ltd
Care By Us (East Herts)	ONE YMCA
Citizens Advice Bureau in Hertsmere	Quantum Care Ltd
Citizens Advice Service in Three Rivers	Radlett Centre Trust
Compass Contract Services Ltd	Refuge
Crime Reduction Initiative	Ringway Infrastructure Service
Cucina (Hertswood Academy)*	RM Education Ltd
Dacorum Sports Trust	Securitas
Edwards & Blake (Ridgeway Academy -Sir Frederic Osborn School)	Serco (Welwyn Hatfield BC)*
Elstree Film Studio	Settle Group
Engie Colfey (previous Balfour Beatty)	SLM Community Leisure Charitable Trust
Finesse Leisure (formally Welwyn Hatfield Leisure Limited)	Sopra Steria Ltd*
Fushion Lifestyle	Sports and Leisure Management*
Geoffrey Osborne Ltd	Steria
HCL*	Stevenage Leisure Limited
Hertfordshire Action on Disability	Tenon FM Ltd
Hertfordshire Association of Local Councils	Thrive Homes



Hertfordshire NHS Partnership Trust	Udata Infrastructure UK Ltd
Herts at Home	Urbaser Ltd
Herts Building Control Ltd	Watford and District YMCA
Herts Community Meals	Watford Community Housing Trust
Herts Living Ltd	Welwyn Hatfield Leisure Limited
Hertsmere Leisure Trust	WPS UK Ltd (formerly Opus (UK) Ltd)*
HFL	YMCA - (Royston & Buntingford)
Highfield Park Trust	

\* Employer with more than one admission agreement relative to the service contracts they have with Scheduled Bodies

## CEASED EMPLOYERS

### Employers with no active members but with some outstanding liabilities whose pensioners are or will be paid from the Pension Fund

#### Scheduled Bodies

Brookman's Park JMI	Hertingfordbury Cowper Primary
Christchurch JMI	Magistrates Courts Committee
Da Vinci Studio School (North Herts School Trust)	St Catherines of Sienna RC JMI
Department of Health	The Highfield School
Hertfordshire Probation Trust	Wroxham JMI

#### Designated Bodies

Codicote Parish Council	Shenley Parish Council
Letchworth Garden City Council	

#### Admitted Bodies

Abbots Care	Hertfordshire Career Services Ltd
ABM Catering Ltd	Hertfordshire E-Learning Partnership
Action for Children	Hertfordshire Training & Enterprise Council
Affinity Sutton	Herts Family Mediation Service
Age Concern Hertfordshire	Hertsmere Leisure Trust (Sopwell)
Aldenham Renaissance Ltd	Hitchin Markets Ltd
ARP Trading	Kameleon 4
Art Café	Lee Valley Water
Aspire Leisure Trust	Leonard Cheshire
Association of Charity Officers	MACE Ltd
Barnados (Hoddesdon)	Mitie Property Services
Bushey Citizens Advice Bureau	National Car Parks
Capita Secure Info Solutions	North Hertfordshire Hospice Care Association
Carers in Hertfordshire	Northgate Information Solutions
Caterplus	NSL
Central Parking Systems	Office and General
Change, Grow, Live (CGL)	Offley Place Ltd
Chauncy Housing Association	Principle Cleaning

Appendix 1: List of Employing Bodies

Churchill Contract Services Limited	Pro Action
Colesseum Theatre	PSLA (Holywell School)
Colne Valley Water Company	Rhodes Museum Foundation
Comfort Call	Rickmansworth & Uxbridge Valley Water Company
Commission for New Towns - Hemel Hempstead	Riversmead Housing Association
Commission for New Towns - Stevenage	Shenley Park Trust
Community Building Services	Society of Education Officers
CP Plus Limited	St Albans Diocesan Board for Social Responsibility
Dacorum Council for Voluntary Service	St Mary's Trading (All Sorts)
DC Leisure Management Ltd	Stevenage Homes
Department of Transport - Motor Tax	Superclean Services Walthorpe Ltd
Digica FMS	Thames Water Authority
East Herts Citizens Advice Service	The Fairway Public House Limited
Edwards & Blake Ltd (Praewood School)	Three Rivers West Trust
EEIDB	Town & Country Markets
Elior UK	TSG Mechanical Services Ltd
Europa Services Limited	Veolia
Evergreen Facilities Services (Hemel Hempstead School)	Watford & Three Rivers Trust
Exemplas	Watford Town Centre Partnership Limited
Goldsborough Home Care	Wellfield Trust
Gosling Sports Park (previously Welwyn Hatfield Sports Centre Trust)	Welwyn and Hatfield Community Housing Trust
Group for the Rootless of Watford	West Hertfordshire Computer Consortium
Haywards Services Ltd (W&H)	Weston Voluntary Nursery
Hemel Hempstead Day Centre Ltd	Womans Royal Voluntary Society
Hertford Museum Trust	YMCA - (Royston & Buntingford)
Hertfordshire Care Trust	

## **1 Introduction**

### **1.1 What is this document?**

This is the Funding Strategy Statement (FSS) of the Hertfordshire Pension Fund (“the Fund”), which is administered by Hertfordshire County Council, (“the Administering Authority”).

It has been prepared by the Administering Authority in collaboration with the Fund’s actuary, Hymans Robertson LLP, and after consultation with the Fund’s employers and investment adviser. It is effective from 31 March 2018.

### **1.2 What is the Hertfordshire Pension Fund?**

The Fund is part of the national Local Government Pension Scheme (LGPS). The LGPS was set up by the UK Government to provide retirement and death benefits for local government employees, and those employed in similar or related bodies, across the whole of the UK. The Administering Authority runs the Hertfordshire Fund, in effect the LGPS for the Hertfordshire area, to make sure it:

- receives the proper amount of contributions from employees and employers, and any transfer payments;
- invests the contributions appropriately, with the aim that the Fund’s assets grow over time with investment income and capital growth; and
- uses the assets to pay Fund benefits to the members (as and when they retire, for the rest of their lives), and to their dependants (as and when members die), as defined in the LGPS Regulations. Assets are also used to pay transfer values and administration costs.

The roles and responsibilities of the key parties involved in the management of the Fund are summarised in Appendix A.

### **1.3 Why does the Fund need a Funding Strategy Statement?**

Employees’ benefits are guaranteed by the LGPS Regulations, and do not change with market values or employer contributions. Investment returns will help pay for some of the benefits, but probably not all, and certainly with no guarantee. Employees’ contributions are fixed in those Regulations also, at a level which covers only part of the cost of the benefits.

Therefore, employers need to pay the balance of the cost of delivering the benefits to members and their dependants. The FSS focuses on how employer liabilities are measured, the pace at which these liabilities are funded, and how employers or pools of employers pay for their own liabilities. This statement sets out how the Administering Authority has balanced the conflicting aims of:

- affordability of employer contributions,
- transparency of processes,
- stability of employers’ contributions, and
- prudence in the funding basis.

The requirement to maintain and publish an FSS is also contained in the LGPS Regulations, as set out in Appendix B.

The FSS is a summary of the Fund’s approach to funding its liabilities and when other funding decisions are required, for example when employers join or leave the Fund. It is not an exhaustive statement of policy on all issues. The FSS forms part of a framework which includes:

- the LGPS Regulations;
- the Rates and Adjustments Certificate (confirming employer contribution rates for the next three years) which can be found in an appendix to the formal valuation report;
- the Fund’s policies on admissions and cessations;
- actuarial factors for valuing individual transfers, early retirement costs and the costs of buying added service; and
- The Fund’s Investment Strategy Statement (see section 4 Funding Strategy and links to Investment Strategy)

#### **1.4 How does the Fund and this FSS affect me?**

This depends on who you are:

- a member of the Fund, i.e. a current or former employee, or a dependant: the Fund needs to be sure it is collecting and holding enough money so that your benefits are always paid in full;
- an employer in the Fund (or which is considering joining the Fund): you will want to know how your contributions are calculated, that these are fair by comparison to other employers in the Fund, and in what circumstances you might need to pay more. Note that the FSS applies to all employers participating in the Fund;
- an Elected Member whose council participates in the Fund: you will want to be sure that the council balances the need to hold prudent reserves for members' retirement and death benefits, with the other competing demands for council money;
- a Council Tax payer: your council seeks to strike the balance above, and also to minimise cross-subsidies between different generations of taxpayers.

#### **1.5 What does the FSS aim to do?**

The FSS sets out the objectives of the Fund's funding strategy, including:

- to ensure the long-term solvency of the Fund, using a prudent long term view. This will ensure that sufficient funds are available to meet all members'/dependants' benefits as they fall due for payment;
- to ensure that employer contribution rates are reasonably stable where appropriate;
- to minimise the long-term cash contributions which employers need to pay to the Fund, by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return;
- to reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

#### **1.6 How do I find my way around this document?**

In Section 2 there is a brief introduction to some of the main principles behind funding, i.e. deciding how much an employer should contribute to the Fund from time to time.

In Section 3 we outline how the Fund calculates the contributions payable by different employers in different situations.

In Section 4 we show how the funding strategy is linked with the Fund's investment strategy.

In the Appendices we cover various issues in more detail:

- A. The responsibilities of key parties
- B. The regulatory framework, including how and when the FSS is reviewed,
- C. The calculation of employer contributions
- D. The Actuarial assumptions which the Fund Actuary currently makes about the future,
- E. Key risks and controls for the Fund,
- F. Glossary

If you have any other queries please contact the Pensions Team at [Pensions.Team@hertfordshire.gov.uk](mailto:Pensions.Team@hertfordshire.gov.uk).

## 2 Basic Funding issues

### 2.1 How does the actuary measure the required contribution rate?

In essence this is a three-step process:

- Calculate the ultimate funding target for that employer, i.e. the ideal amount of assets it should hold in order to be able to pay all its members' benefits. See Appendix C for more details of what assumptions we make to determine that funding target;
- Determine the time horizon over which the employer should aim to achieve that funding target. See the table in section 4.3 and Note (c) for more details;
- Calculate the employer contribution rate such that it has at least a given probability of achieving that funding target over that time horizon, allowing for different likelihoods of various possible economic outcomes over that time horizon. See 3.4 below and the table in 4.3 Note (e) for more details.

### 2.2 What is each employer's contribution rate?

This is described in more detail in Appendix D. Employer contributions are normally made up of two elements:

- a) the estimated cost of benefits being built up each year, after deducting the members' own contributions and including administration expenses. This is referred to as the "*Primary rate*", and is expressed as a percentage of members' pensionable pay; plus
- b) an adjustment for the difference between the Primary rate above, and the actual contribution the employer needs to pay, referred to as the "*Secondary rate*". Payment of the Secondary rate will aim to return the employer to, or protect, a fully funded position over an appropriate period (the "time horizon"). The Secondary rate may be expressed as a percentage of pay and/or a monetary amount in each year. Further detail can be found in section D3.

The rates for all employers are shown in the Fund's Rates and Adjustments Certificate, which forms part of the formal Actuarial Valuation Report (<http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>). Employers' contributions are expressed as minima, with employers able to pay contributions at a higher rate. Any additional contributions over and above the certified rate will be considered by the Fund actuary at subsequent valuations, i.e. will be reflected as a credit when next calculating the employer's contributions.

### 2.3 What different types of employer participate in the Fund?

Historically the LGPS was intended for local authority employees only. However over the years, with the diversification and changes to delivery of local services, many more types and numbers of employers now participate. There are currently more employers in the Fund than ever before, largely a result of schools transferring to academy status and services being outsourced from scheme employers such as Councils.

In essence, participation in the LGPS is open to public sector employers providing some form of service to the local community. Whilst the majority of members will be local authority employees (and ex-employees), the majority of participating employers are those providing services in place of (or alongside) local authority services.

The LGPS Regulations define various types of employer as follows:

- **Scheduled bodies** - councils, and other specified employers such as academies and further education establishments. These must provide access to the LGPS in respect of their employees who are not eligible to join another public sector scheme (such as the Teachers Pension Scheme). These employers are so-called because they are specified in a schedule to the LGPS Regulations.

It is now possible for Local Education Authority schools to convert to academy status, and for other forms of school (such as Free Schools) to be established under the academies legislation. All such academies (or Multi Academy Trusts), as employers of non-teaching staff, become separate new employers in the Fund. As academies are defined in the LGPS Regulations as "Scheduled Bodies", the Administering Authority has no discretion over whether to admit them to the Fund, and the academy has no discretion whether to continue to allow its non-teaching staff to join the Fund. There has also been guidance issued by the DCLG regarding the terms of academies' membership in LGPS Funds.

- **Designating employers** - employers such as town and parish councils are able to participate in the LGPS via a resolution (and the Fund cannot refuse them entry where the resolution is passed). These employers can designate which of their employees are eligible to join the scheme.

- Other employers are able to participate in the Fund via an admission agreement, and are referred to as **'admission bodies'**. These employers are generally those with a "community of interest" with another scheme employer – **community admission bodies** ("CAB") or those providing a service on behalf of a scheme employer – **transferee admission bodies** ("TAB"). CABs will include housing associations and charities, TABs will generally be contractors. The Fund is able to set its criteria for participation by these employers and can refuse entry if the requirements as set out in the Fund's admissions policy are not met. The terminology CAB and TAB has been dropped from recent LGPS Regulations, which instead combine both under the single term 'admission bodies'; however, we have retained the old terminology as we consider it to be helpful in setting funding strategies for these different employers.

## 2.4 How does the contribution rate vary for different employers?

All three steps outlined in section 2.1 are considered when setting contributions (more details are given in Section 3 and Appendix D).

1. The **funding target** is based on a set of assumptions about the future, (e.g. investment returns, inflation, pensioners' life expectancies). An employer's individual funding target is set so that there are sufficient assets to pay for all accrued benefits at the end of its participation in the Fund and that the employers liabilities do not fall on other employers in the Fund in the future;
2. The **time horizon** required is, in broad terms, the period over which any deficit is to be recovered. A shorter period will lead to higher contributions, and vice versa (all other things being equal). Employers may be given a lower time horizon if they have a less permanent anticipated membership, or do not have tax-raising powers to increase contributions if investment returns under-perform; and
3. The **probability of achieving** the funding target over that time horizon will be dependent on the Fund's view of the strength of employer covenant and its funding profile. Where an employer is considered to be weaker, or potentially ceasing from the Fund, then the required probability will be set higher, which in turn will increase the required contributions (and vice versa).

## 2.5 How is a deficit (or surplus) calculated?

An employer's "funding level" is defined as the ratio of:

- the market value of the employer's share of assets (see Appendix D, section D5, for further details of how this is calculated), to;
- the value placed by the actuary on the benefits built up to date for the employer's employees and ex-employees (the "liabilities"). The Fund actuary agrees with the Administering Authority the assumptions to be used in calculating this value.

If this ratio is less than 100% then it means the employer has a shortfall, which is the employer's deficit; if it is more than 100% then the employer is said to be in surplus. The amount of deficit or shortfall is the difference between the asset value and the liabilities value.

It is important to note that the deficit/surplus and funding level are only measurements at a particular point in time, on a particular set of assumptions about the future. Whilst we recognise that various parties will take an interest in these measures, for most employers the key issue is how likely it is that their contributions will be sufficient to pay for their members' benefits (when added to their existing asset share and anticipated investment returns).

In short, deficits and funding levels are short term measures, whereas contribution-setting is a longer term issue.

## 2.6 How does the Fund recognise that contribution levels can affect council and employer service provision, and council tax?

The Administering Authority and the Fund actuary are acutely aware that, all other things being equal, a higher contribution required to be paid to the Fund will mean less cash available for the employer to spend on the provision of services. However, this is balanced against the following considerations:

- The Fund provides invaluable financial security to local families, whether to those who formerly worked in the service of the local community who have now retired, or to their families after their death;
- The Fund must have the assets available to meet these retirement and death benefits, which in turn means that the various employers must each pay their own way. Lower contributions today will mean higher contributions tomorrow: deferring payments does not alter the employer's ultimate obligation to the Fund in respect of its current and former employees;

- Each employer will generally only pay for its own employees and ex-employees (and their dependants), not for those of other employers in the Fund;
- The Fund strives to maintain reasonably stable employer contribution rates where appropriate and possible. However, a recent shift in regulatory focus means that solvency within each generation is considered by the Government to be a higher priority than stability of contribution rates;
- The Fund wishes to avoid the situation where an employer falls so far behind in managing its funding shortfall that its deficit becomes unmanageable in practice: such a situation may lead to employer insolvency and the resulting deficit falling on the other Fund employers. In that situation, those employers' services would in turn suffer as a result;
- Council contributions to the Fund should be at a suitable level, to protect the interests of different generations of council tax payers. For instance, underpayment of contributions for some years will need to be balanced by overpayment in other years; the council will wish to minimise the extent to which council tax payers in one period are, in effect, benefitting at the expense of those paying in a different period.

Therefore, there is clearly a balance to be struck between the Fund's need for maintaining prudent funding levels, and the employers' need to allocate their resources appropriately. The Fund achieves this through various techniques which affect contribution increases to various degrees, as discussed in section 3. In deciding which of these techniques to apply to any given employer, the Fund will consider a risk assessment of that employer using a knowledge base which is regularly monitored and kept up-to-date. This database will include such information as the type of employer, its membership profile and funding position, any guarantors or security provision, material changes anticipated, etc. This helps the Fund establish a picture of the financial standing of the employer, i.e. its ability to meet its long term Fund commitments. To ensure that the information is kept up to date, employers are required to complete an annual survey to confirm the accuracy of information held on the database.

Where an employer is considered relatively low risk then the Fund will permit options such as stabilisation (see 3.3 Note (b)), a longer time horizon relative to other employers, and/or a lower probability of achieving their funding target. Such options will temporarily produce lower contribution levels than would otherwise have applied. This is permitted in the expectation that the employer will still be able to meet its obligations for many years to come.

An employer whose risk assessment indicates a less strong covenant i.e. their assessed financial strength in regards to their ability to pay for pension obligations in the long run, will generally be required to pay higher contributions (for instance, with a higher funding target, and/or a shorter deficit recovery period relative to other employers, and/or a higher probability of achieving the target). This is because of the higher probability that at some point it will fail or be unable to meet its pension contributions, with its deficit in the Fund then falling to other Fund employers, or because the employer has less time to meet its obligations to the Fund.

### **3 Calculating contributions for individual Employers**

#### **3.1 General comments**

A key challenge for the Administering Authority is to balance the need for stable, affordable employer contributions with the requirement to take a prudent, longer-term view of funding and ensure the solvency of the Fund. With this in mind, the Fund's three-step process identifies the key issues:

1. What is a suitably (but not overly) prudent funding target?
2. How long should the employer be permitted to reach that target? This should be realistic but not so long that the funding target is in danger of never actually being achieved.
3. What probability is required to reach that funding target? This will always be less than 100% as we cannot be certain of future market movements. Higher probability "bars" can be used for employers where the Fund wishes to reduce the risk that the employer ceases leaving a deficit to be picked up by other employers.

These and associated issues are covered in this Section.

The Administering Authority recognises that there may occasionally be particular circumstances affecting individual employers that are not easily managed within the rules and policies set out in the Funding Strategy Statement. Therefore the Administering Authority may, at its sole discretion, direct the actuary to adopt alternative funding approaches on a case by case basis for specific employers.

#### **3.2 The effect of paying contributions below the measured level**

There are a number of methods which the Administering Authority may permit, in order to improve the stability of employer contributions. These include, where circumstances permit:

- capping of employer contribution rate changes within a pre-determined range ("stabilisation");
- the use of extended time horizons;
- adjusting the required probability of meeting the funding target;
- the phasing in of contribution rises or reductions;
- the pooling of contributions amongst employers with similar characteristics; and/or
- the use of some form of security or guarantee to justify a lower contribution rate than would otherwise be the case.

Employers which are permitted to use one or more of the above methods will often be paying, for a time, contributions less than the measured contribution rate. Such employers should appreciate that:

- their true long term liability (i.e. the actual eventual cost of benefits payable to their employees and ex-employees) is not affected by the choice of method,
- lower contributions in the short term will be assumed to incur a greater loss of investment returns on the deficit. Thus, deferring a certain amount of contribution may lead to higher contributions in the long-term, and
- it may take longer to reach their funding target, all other things being equal.

Section 3.3 summarises how the main funding policies differ for different types of employer, followed by more detailed notes where necessary. Section 3.4 onwards deals with funding issues which apply to all employers.



### 3.3 The different approaches used for different employers

Type of employer	Scheduled Bodies			Designating Employers	Community Admission Bodies		Transferee Admission Bodies
Sub-type	Local Authorities & Police	Academies	Other scheduled bodies	Parish & Town Councils	Open to new entrants	Closed to new entrants	
Funding Target Basis used	Ongoing, assumes long-term Fund participation (see <b>Appendix C</b> )				Ongoing, but may move to “gilts basis” - see <b>note (a)</b>		Ongoing, assumes fixed contract term in the Fund (see <b>Appendix C</b> )
Primary rate approach	(see <b>Appendix D, section D.2</b> )						
Stabilised contribution rate?	Yes see <b>note (b)</b>	Yes see <b>note (b)</b>	No	No	No	No	No
Maximum time horizon <i>see note (c)</i>	20 years	20 years	20 years	17 years	Future working lifetime of members	Future working lifetime of members	Outstanding contract term, or future working lifetime of members (if shorter)
Secondary rate see <b>note (d)</b>	% of payroll or monetary amount	% of payroll	% of payroll or monetary amount	% of payroll	% of payroll or monetary amount	Monetary amount	% of payroll or monetary amount
Treatment of surplus	Covered by stabilisation arrangement	Covered by stabilisation arrangement	Preferred approach: contributions kept at future service rate. However, reductions may be permitted by the Admin. Authority				Reduce contributions by spreading the surplus over the remaining contract term
Probability of achieving target see <b>note (e)</b>	66%	66%	66% - 70%	66%	66% - 80%	66% - 80%	66-75%
Phasing of contribution changes	Covered by stabilisation arrangement	Covered by stabilisation arrangement	Max 3 years	Max 3 years	Max 3 years	Max 3 years	None
Review of rates see <b>note (f)</b>	Administering Authority reserves the right to review contribution rates and amounts, and the level of security provided, at regular intervals between valuations						Particularly reviewed at regular intervals in last 3 years of contract
New employer	n/a	see <b>note (g)</b>	n/a	See <b>section 2.3</b>	See <b>note (h)</b>		See <b>notes (h) &amp; (i)</b>
Cessation of participation: cessation debt payable	Cessation is assumed not to be generally possible, as Scheduled Bodies are legally obliged to participate in the LGPS. In the rare event of cessation occurring, the cessation debt principles applied would be as per <b>Note (j)</b> .				Can be ceased subject to terms of admission agreement. Cessation debt will be calculated on a basis appropriate to the circumstances of cessation – see <b>Note (j)</b> .		Participation assumed to expire at the end of the contract. Cessation debt calculated on ongoing basis. Awarding Authority liable for future deficits and contributions arising.

### **Note (a) Basis for CABs closed to new entrants**

In the circumstances where:

- the employer is an Admission Body but not a Transferee Admission Body, and
- the employer has no guarantor for future deficits and contributions, and
- the admission agreement is likely to terminate, or the employer is likely to lose its last active member, within a time-frame considered appropriate by the Administering Authority to prompt a change in funding,

the Administering Authority may set a higher funding target (e.g. using a discount rate set equal to gilt yields) by the time the agreement terminates or the last active member leaves, in order to protect other employers in the Fund. This policy will increase regular contributions and reduce, but not entirely eliminate, the possibility of a final deficit payment being required from the employer when a cessation valuation is carried out.

The Administering Authority also reserves the right to adopt the above approach in respect of those Admission Bodies whose admission agreement is open or where there is no immediate expectation that the admission agreement will cease, where there is no guarantor for future deficits and contributions, or where the strength of covenant is considered to be weak.

### **Note (b) Stabilisation**

Stabilisation is a mechanism where employer contribution rate variations from year to year are kept within a pre-determined range, thus allowing those employers' rates to be relatively stable. In the interests of stability and affordability of employer contributions, the Administering Authority, on the advice of the Fund Actuary, believes that stabilising contributions can still be viewed as a prudent longer-term approach. However, employers whose contribution rates have been "stabilised" (and may therefore be paying less than their theoretical contribution rate) should be aware of the risks of this approach and should consider making additional payments to the Fund if possible.

This stabilisation mechanism allows short term investment market volatility to be managed so as not to cause volatility in employer contribution rates, on the basis that a long term view can be taken on net cash inflow, investment returns and strength of employer covenant.

In general, stabilisation will only be considered for employers who are:

- Scheduled bodies that have tax raising powers, or are part of a pool
- Open to new entrants
- Have a long term time horizon in the Fund
- Have been assessed as having a strong employer covenant so as to protect the Fund and the other employers in the Fund against the risk of the employer defaulting in relation to its liabilities.

The current stabilisation mechanism applies if:

- the employer satisfies the eligibility criteria set by the Administering Authority, as set out above and;
- there are no material events which cause the employer to become ineligible, e.g. significant reductions in active membership (due to outsourcing or redundancies), or changes in the nature of the employer (perhaps due to Government restructuring).

On the basis of extensive modelling carried out for the 2016 valuation exercise (see Section 4), the stabilisation parameters have been set allowing for increases/decreased of 0% to 1.5% of pay.

The stabilisation criteria and limits will be reviewed at the 31 March 2019 valuation, to take effect from 1 April 2020.

### **Note (c) Maximum time horizon**

The maximum time horizon starts at the commencement of the revised contribution rate (1 April 2018 for the 2017 valuation). The Administering Authority would normally expect the same period to be used at successive triennial valuations but would reserve the right to propose alternative time horizons, for example where there were no new entrants.

#### **Note (d) Secondary rate**

For employers where stabilisation is not being applied, the Secondary contribution rate for each employer covering the three-year period until the next valuation will often be set as a percentage of salaries. However, the Administering Authority reserves the right to amend these rates between valuations and/or to require these payments in monetary terms instead, for instance where:

- the employer is relatively mature, i.e. has a large Secondary contribution rate (e.g. above 15% of payroll), or
- there has been a significant reduction in payroll due to outsourcing or redundancy exercises, or
- the employer has closed the Fund to new entrants.

#### **Note (e) Probability of achieving funding target**

Each employer has their funding target calculated, and a relevant time horizon over which to reach that target. Contributions are set such that, combined with the employer's current asset share and anticipated market movements over the time horizon, the funding target is achieved with a given minimum probability. A higher required probability bar will give rise to higher required contributions, and vice versa.

The way in which contributions are set using these three steps, and relevant economic projections, is described in further detail in Appendix D.

Different probabilities are set for different employers depending on their nature and circumstances: in broad terms, a higher probability will apply due to one or more of the following:

- the Fund believes the employer poses a greater funding risk than other employers,
- the employer does not have tax-raising powers;
- the employer does not have a guarantor or other sufficient security backing its funding position; and/or
- the employer is likely to cease participation in the Fund in the short or medium term.

#### **Note (f) Regular Reviews**

The Fund reserves the right to review contribution rates and amounts, and the level of security provided, at regular intervals between Valuations. Such reviews may be triggered by significant events including but not limited to: significant reductions in payroll, altered employer circumstances, Government restructuring affecting the employer's business, or failure to pay contributions or arrange appropriate security as required by the Administering Authority.

The result of a review may be to require increased contributions (by strengthening the actuarial assumptions adopted and/or moving to monetary levels of deficit recovery contributions), and/or an increased level of security or guarantee.

#### **Note (g) New Academy conversions**

At the time of writing, the Fund's policies on academies' funding issues are as follows:

- i. The new academy will be regarded as a separate employer in the scheme in its own right.
- ii. The new academy's past service liabilities on conversion will be calculated based on its active Fund members on the day before conversion. For the avoidance of doubt, these liabilities will include all past service of those members, but will exclude the liabilities relating to any ex-employees of the school who have deferred or pensioner status;
- iii. The new academy will be allocated an initial asset share from the ceding council's assets in the Fund. This asset share will be calculated using the estimated funding position of the ceding council at the date of academy conversion. The share will be based on the active members' funding level, having first allocated assets in the council's share to fully fund deferred and pensioner members. The asset allocation will be based on market conditions and the academy's active Fund membership on the day prior to conversion;
- iv. Schools that convert to Academy status who are already in the Schools & Academies Pool will continue to pay the prevailing rate of the pool until the next Triennial Valuation, at which they have the opportunity to opt out if they wish to have an individual employer contribution rate calculated;

Appendix 2: Funding Strategy Statement 2017

The Fund's policies on academies are subject to change in the light of any amendments to DCLG guidance. Any changes will be notified to academies and will be reflected in a subsequent version of this FSS. In particular, policies (iv) and (v) above will be reconsidered at each valuation.

**Note (h) New Admission Bodies**

With effect from 1 October 2012, the LGPS 2012 Miscellaneous Regulations introduced mandatory new requirements for all Admission Bodies brought into the Fund from that date. Under these Regulations, all new Admission Bodies will be required to provide some form of security, such as a guarantee from the letting employer, an indemnity, or a bond. The security is required to cover some or all of the following:

- the strain cost of any redundancy early retirements resulting from the premature termination of the contract;
- allowance for the risk of asset underperformance;
- allowance for the risk of a fall in gilt yields;
- allowance for the possible non-payment of employer and member contributions to the Fund; and/or
- the current deficit.

Any security must be to the satisfaction of the Administering Authority and where applicable to the letting employer and will be reassessed at regular intervals. See also Note (i) below

The Fund will only consider requests from "CAB's" or other similar bodies to join the Fund if they are sponsored by a scheduled body with tax raising powers who will guarantee the liabilities of the body and supplemented, where appropriate, by the provision of a form of security as above.

The above approaches reduce the risk, to other employers in the Fund, of potentially having to pick up any shortfall in respect of Admission Bodies ceasing with an unpaid deficit.

**Note (i) New Transferee Admission Bodies**

A new TAB usually joins the Fund as a result of the letting/outsourcing of some services from an existing employer (normally a Scheduled Body such as a council or academy) to another organisation (a "contractor"). This involves the TUPE transfer of some staff from the letting employer to the contractor. Consequently, for the duration of the contract, the contractor can seek admitted body status in the Fund so that the transferring employees maintain their eligibility for LGPS membership. At the end of the contract the employees revert to the letting employer or to a replacement contractor.

Ordinarily, the TAB would be set up in the Fund as a new employer with responsibility for all the accrued benefits of the transferring employees; in this case, the contractor would usually be assigned an initial asset allocation equal to the past service liability value of the employees' Fund benefits. The quid pro quo is that the contractor is then expected to ensure that its share of the Fund is also fully funded at the end of the contract: see Note (j).

Employers who "outsource" have flexibility in the way that they can deal with the pension risk potentially taken on by the contractor. In particular there are three different routes that such employers may wish to adopt. Clearly as the risk ultimately resides with the employer letting the contract, it is for them to agree the appropriate route with the contractor:

- **Pooling:** Under this option the contractor is pooled with the letting employer. In this case, the contractor pays the same rate as the letting employer, which may be under a stabilisation approach.
- **Letting employer retains pre-contract risks:** Under this option the letting employer would retain responsibility for assets and liabilities in respect of service accrued prior to the contract commencement date. The contractor would be responsible for the future liabilities that accrue in respect of transferred staff. The contractor's contribution rate could vary from one valuation to the next. It would be liable for any deficit at the end of the contract term in respect of assets and liabilities attributable to service accrued during the contract term.
- **Fixed contribution rate agreed:** Under this option the contractor pays a fixed contribution rate and does not pay any cessation deficit. Any surplus or deficit present at the end of the contract period falls back to the letting employer.

Appendix 2: Funding Strategy Statement 2017

The Administering Authority is willing to administer any of the above options as long as the approach is documented in the Admission Agreement as well as the transfer agreement. The Admission Agreement should ensure that some element of risk transfers to the contractor where it relates to their decisions and it is unfair to burden the letting employer with that risk. For example, the contractor should typically be responsible for pension costs that arise from:

- above average pay increases, including the effect in respect of service prior to contract commencement even if the letting employer takes on responsibility for the latter under (ii) above; and
- redundancy and early retirement decisions.

**Note (j) Admission Bodies Ceasing**

Notwithstanding the provisions of the Admission Agreement, the Administering Authority may consider any of the following as triggers for the cessation of an admission agreement with any type of body:

- Last active member ceasing participation in the Fund (NB recent LGPS Regulation changes mean that the Administering Authority has the discretion to defer taking action for up to three years, so that if the employer acquires one or more active Fund members during that period then cessation is not triggered. However, this may or may not be applied in any given case);
- The insolvency, winding up or liquidation of the Admission Body;
- Any breach by the Admission Body of any of its obligations under the Agreement that they have failed to remedy to the satisfaction of the Fund;
- A failure by the Admission Body to pay any sums due to the Fund within the period required by the Fund; or
- The failure by the Admission Body to renew or adjust the level of the bond or indemnity, or to confirm an appropriate alternative guarantor, as required by the Fund.

In the case of a transferee admission body, participation is assumed to expire at the end of the contract.

On cessation, the Administering Authority will instruct the Fund actuary to carry out a cessation valuation to determine whether there is any deficit or surplus. Where there is a deficit, the Admission Body will be liable to pay an exit payment to the Fund and payment of this amount in full would normally be sought from the Admission Body; where there is a surplus it should be noted that under current legislation there is no mechanism to refund payment to the Admission Body. The actuary will adopt an approach which, to the extent reasonably practicable, protects the other employers from the likelihood of any material loss emerging in the future.

For transferee admission bodies, the cessation valuation will normally be calculated using the ongoing basis, in line with the basis on which they were admitted to the Fund. The original letting/outsourcing employer will then be liable for future deficits and contributions arising.

For non-Transferee Admission Bodies whose participation is voluntarily ended either by themselves or the Fund, or where a cessation event has been triggered, the Administering Authority must look to protect the interests of other ongoing employers. The actuary will therefore adopt an approach which, to the extent reasonably practicable, protects the other employers from the likelihood of any material loss emerging in future:

- a) Where there is a guarantor for future deficits and contributions, the cessation valuation will normally be calculated using the ongoing basis as described in Appendix C;
- b) Alternatively, it may be possible to simply transfer the former Admission Body's liabilities and assets to the guarantor, without needing to crystallise any deficit. This approach may be adopted where the employer cannot pay the contributions due, and this is within the terms of the guarantee;
- c) Where a guarantor does not exist for future deficits and contributions then, in order to protect other employers in the Fund, the cessation liabilities and final deficit will normally be calculated using a "gilts cessation basis", which is more prudent than the ongoing basis. This has no allowance for potential future investment outperformance above gilt yields, and has added allowance for future improvements in life expectancy. This could give rise to significant cessation debts being required.

Any shortfall would usually be levied on the departing Admission Body as a single lump sum payment. If this is not possible then the Fund would look to any bond, indemnity or guarantee in place for the employer.

In the event that the Fund is not able to recover the required payment in full, then the unpaid amounts will initially fall to the original letting/outsourcing employer (in the case of a transferee admission body) or in any other case be shared

Appendix 2: Funding Strategy Statement 2017

amongst all of the other employers in the Fund. This may require an immediate revision to the Rates and Adjustments Certificate affecting other employers in the Fund, or instead be reflected in the contribution rates set at the next formal valuation following the cessation date.

As an alternative, where the ceasing Admission Body is continuing in business, the Fund at its absolute discretion reserves the right to enter into an agreement with the ceasing Admission Body. Under this agreement the Fund would accept an appropriate alternative security to be held against any deficit and would carry out the cessation valuation on an ongoing basis: deficit recovery payments would be derived from this cessation debt. This approach would be monitored as part of each triennial valuation: the Fund reserves the right to revert to a "gilts cessation basis" and seek immediate payment of any funding shortfall identified. The Administering Authority may need to seek legal advice in such cases, as the Body would have no contributing members.

### 3.4 Pooled contributions

From time to time, with the advice of the Actuary, the Administering Authority may set up pools for employers with similar or complementary characteristics. This will always be in line with its broader funding strategy. The exceptions are Transferee admission bodies and community admission bodies that are deemed by the Administering Authority to have closed to new entrants. The current pools in place within the Fund are as follows:

- Hertfordshire maintained schools, academies, free schools, university technical colleges and studio schools; and
- Parish and Town Councils

Those employers which have been pooled are identified in the Rates and Adjustments Certificate.

Employers who participate in a pool, will be required to comply with the conditions and requirements set out in the pooling policy applicable to that Pool, which can be found at: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>.

Employers will be advised of their individual funding positions as well as that of the pool at each Valuation. In paying a pooled contribution rate, Pool Members must acknowledge that they may be paying a rate that is more or less than the employer contribution rate that would have been payable if the employer contribution rate had been determined on an individual employer basis. Pool Members may wish to consider making additional payments to the Pension Fund to improve their funding/balance sheet position, particularly where their funding level is lower than that of the rest of the pool.

### 3.5 Additional flexibility in return for added security

At its discretion, the Administering Authority may permit greater flexibility to the employer's contributions if the employer provides added security to the satisfaction of the Administering Authority.

Such flexibility includes a reduced rate of contribution, an extended time horizon, or permission to join a pool with another body (e.g. the Local Authority).

Such security may include, but is not limited to, a suitable bond, a legally-binding guarantee from an appropriate third party, or security over an employer asset of sufficient value.

The degree of flexibility given may take into account factors such as:

- the extent of the employer's deficit;
- the amount and quality of the security offered;
- the employer's financial security and business plan; and
- whether the admission agreement is likely to be open or closed to new entrants.

### 3.6 Non ill health early retirement costs

It is assumed that members' benefits are payable from the earliest age that the employee could retire without incurring a reduction to their benefit (and without requiring their employer's consent to retire). Note the relevant age may be different for different periods of service, following the benefit changes from April 2008 and April 2014. Employers are required to pay additional contributions ('strain') wherever an employee retires before attaining this age. Strain costs are payable in full in the year of retirement. The actuary's funding basis makes no allowance for premature retirement except on grounds of ill-health.

### 3.7 Ill health early retirement costs

Appendix 2: Funding Strategy Statement 2017

In the event of a member's early retirement on the grounds of ill-health, a funding strain will usually arise, which can be very large. Such strains are currently met by each employer, although individual employers may elect to take external insurance (see 3.8 below).

Employers will usually have an 'ill health allowance' as calculated at each Valuation. The Fund monitors each employer's ill health experience on an ongoing basis. If the cumulative cost of ill health retirement in any financial year exceeds the allowance at the previous valuation, the employer will be charged additional contributions on the same basis as apply for non ill-health cases, as outlined in the Fund's Administration Strategy and in the case of admission bodies, in each separate Admission Agreement.

### **3.8 External ill health insurance**

If an employer provides satisfactory evidence to the Administering Authority of a current external insurance policy covering ill health early retirement strains, then:

- the employer's contribution to the Fund each year is reduced by the amount of that year's insurance premium, so that the total contribution is unchanged, and
- there is no need for monitoring of allowances.

The employer must keep the Administering Authority notified of any changes in the insurance policy's coverage or premium terms, or if the policy is ceased.

### **3.9 Employers with no remaining active members**

In general an employer ceasing in the Fund, due to the departure of the last active member, will pay a cessation debt on an appropriate basis (see 3.3, Note (j)) and consequently have no further obligation to the Fund. Thereafter it is expected that one of two situations will eventually arise:

- a) The employer's asset share runs out before all its ex-employees' benefits have been paid. In this situation the other Fund employers will be required to contribute to pay all remaining benefits: this will be done by the Fund actuary apportioning the remaining liabilities on a pro-rata basis at successive formal valuations;
- b) The last ex-employee or dependant dies before the employer's asset share has been fully utilised. In this situation the remaining assets would be apportioned pro-rata by the Fund's actuary to the other Fund.

In exceptional circumstances the Fund may permit an employer with no remaining active members to continue contributing to the Fund. This would require the provision of a suitable security or guarantee, as well as a written ongoing commitment to fund the remainder of the employer's obligations over an appropriate period. The Fund would reserve the right to invoke the cessation requirements in the future, however. The Administering Authority may need to seek legal advice in such cases, as the employer would have no contributing members.

### **3.10 Policies on bulk transfers**

The Fund will consider bulk transfers on a case by case basis, but in general:

- The Fund will not pay bulk transfers greater than the lesser of (a) the asset share of the transferring employer in the Fund, and (b) the value of the past service liabilities of the transferring members;
- The Fund will not grant added benefits to members bringing in entitlements from another Fund unless the asset transfer is sufficient to meet the added liabilities; and
- The Fund may permit shortfalls to arise on bulk transfers if the Fund employer has suitable strength of covenant and commits to meeting that shortfall in an appropriate period. This may require the employer's Fund contributions to increase between valuations.

## **4 Funding strategy and links to investment strategy**

### **4.1 What is the Fund's investment strategy?**

The Fund has built up assets over the years and continues to receive contributions and other income. All of this must be invested in a suitable manner, which is the investment strategy.

The Investment strategy is set by the administering authority, and after taking investment advice. The precise mix, manager make up and target returns are set out in the Investment Strategy Statement, which is accessible from the Fund's website: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>

The investment strategy is set for the long-term but is reviewed from time to time. Normally a full review is carried out as part of each actuarial valuation and is kept under review annually between actuarial valuations to ensure that it remains appropriate to the Fund's liability profile.

The same investment strategy is currently followed for all employers.

### **4.2 What is the link between funding strategy and investment strategy?**

The Fund must be able to meet all benefit payments as and when they fall due. These payments will be met by contributions (resulting from the funding strategy) or asset returns and income (resulting from the investment strategy). To the extent that investment returns or income fall short, then higher cash contributions are required from employers, and vice versa

Therefore, the funding and investment strategies are inextricably linked.

### **4.3 How does the funding strategy reflect the Fund's investment strategy?**

In the opinion of the Fund actuary, the current funding policy is consistent with the current investment strategy of the Fund. The asset outperformance assumption contained in the discount rate (see Appendix C3) is within a range that would be considered acceptable for funding purposes; it is also considered to be consistent with the requirement to take a "prudent longer-term view" of the funding of liabilities as required by the UK Government (see Appendix B1).

However, in the short term – such as the three yearly assessments at formal valuations – there is the scope for considerable volatility and there is a material chance that in the short-term and even medium term, asset returns will fall short of this target. The stability measures described in Section 3 will damp down, but not remove, the effect on employers' contributions.

The Fund does not hold a contingency reserve to protect it against the volatility of equity investments.

### **4.4 How does this differ for a large stable employer?**

The Actuary has developed four key measures which capture the essence of the Fund's strategies, both funding and investment:

- Prudence - the Fund should have a reasonable expectation of being fully funded in the long term;
- Affordability – how much can employers afford;
- Stewardship – the assumptions used should be sustainable in the long term, without having to resort to overly optimistic assumptions about the future to maintain an apparently healthy funding position; and
- Stability – employers should not see significant moves in their contribution rates from one year to the next, to help provide a more stable budgeting environment.

The problem is that the key objectives often conflict. For example, minimising the long term cost of the scheme (i.e. keeping employer rates affordable) is best achieved by investing in higher returning assets e.g. equities. However, equities are also very volatile (i.e. go up and down fairly frequently in fairly large moves), which conflicts with the objective to have stable contribution rates.

Therefore, a balance needs to be maintained between risk and reward, which has been considered by the use of Asset Liability Modelling: this is a set of calculation techniques applied by the Fund's actuary to model the range of potential future solvency levels and contribution rates.

The Actuary was able to model the impact of these four key areas, for the purpose of setting a stabilisation approach (see [3.3 Note \(b\)](#)). The modelling demonstrated that retaining the present investment strategy, coupled with constraining employer contribution rate changes as described in [3.3 Note \(b\)](#), struck an appropriate balance between the above



objectives. In particular the stabilisation approach currently adopted meets the need for stability of contributions without jeopardising the Administering Authority's aims of prudent stewardship of the Fund.

Whilst the current stabilisation mechanism is to remain in place until 2020 and will be reviewed as part of the 2019 valuation.

#### **4.5 Does the Fund monitor its overall funding position?**

The Administering Authority monitors the relative funding position, i.e. changes in the relationship between asset values and the liabilities value, on a quarterly basis and reports this to Pensions Committee and to the LGPS Board.

## **5 Statutory reporting and comparison to other LGPS Funds**

### **5.1 Purpose**

Under Section 13(4)(c) of the Public Service Pensions Act 2013 (“Section 13”), the Government Actuary’s Department must, following each triennial actuarial valuation, report to the Department of Communities & Local Government (DCLG) on each of the LGPS Funds in England & Wales. This report will cover whether the rate of employer contributions for each fund are set at an appropriate level to ensure both the solvency and the long term cost efficiency of the Fund.

This additional DCLG oversight may have an impact on the strategy for setting contribution rates at future valuations.

### **5.2 Solvency**

For the purposes of Section 13, the rate of employer contributions shall be deemed to have been set at an appropriate level to ensure solvency if:

- a) the rate of employer contributions is set to target a funding level for the Fund of 100%, over an appropriate time period and using appropriate actuarial assumptions (where appropriateness is considered in both absolute and relative terms in comparison with other funds); and either
- b) employers collectively have the financial capacity to increase employer contributions, and/or the Fund is able to realise contingent assets should future circumstances require, in order to continue to target a funding level of 100%; or
- c) there is an appropriate plan in place should there be, or if there is expected in future to be, a material reduction in the capacity of fund employers to increase contributions as might be needed.

### **5.3 Long Term Cost Efficiency**

The rate of employer contributions shall be deemed to have been set at an appropriate level to ensure long term cost efficiency if:

- a) the rate of employer contributions is sufficient to make provision for the cost of current benefit accrual,
- b) with an appropriate adjustment to that rate for any surplus or deficit in the Fund.

In assessing whether the above condition is met, DCLG may have regard to various absolute and relative measures. DCLG may assess and compare these metrics on a suitable standardised market-related basis, for example where the local funds’ actuarial bases do not make comparisons straightforward.

- Relative measures are primarily concerned with comparing the Fund with other LGPS Funds and include:
- the implied deficit recovery period (the estimated period until the Fund reaches a 100% funding level); and
- the investment return required to achieve full funding after 20 years.

Absolute measures are primarily concerned with comparing the Fund with a given objective benchmark and include:

- the extent to which the contributions payable are sufficient to cover the cost of current benefit accrual and the interest cost on any deficit;
- how the required investment return under “relative considerations” above compares to the estimated future return being targeted by the Fund’s current investment strategy;
- the extent to which contributions actually paid have been in line with the expected contributions based on the extant rates and adjustment certificate; and
- the extent to which any new deficit recovery plan can be directly reconciled with, and can be demonstrated to be a continuation of, any previous deficit recovery plan, after allowing for actual Fund experience.

## **Appendix A – Responsibilities of key parties**

The efficient and effective operation of the Fund needs various parties to each play their part.

### **A1 The Administering Authority should:-**

- Operate the Fund in accordance with the LGPS Regulations;
- Effectively manage any potential conflicts of interest arising from its dual role as Administering Authority and a Fund employer;
- Collect employer and employee contributions, and investment income and other amounts due to the Fund;
- Ensure that cash is available to meet benefit payments as and when they fall due;
- Pay from the Fund the relevant benefits and entitlements that are due;
- Invest surplus monies (i.e. contributions and other income which are not immediately needed to pay benefits) in accordance with the Fund's Investment Strategy Statement (ISS) and LGPS Regulations;
- Communicate appropriately with employers so that they fully understand their obligations to the Fund;
- Take appropriate measures to safeguard the Fund against the consequences of employer default;
- Manage the valuation process in consultation with the Fund's actuary;
- Provide data and information as required by the Government Actuary's Department to carry out their statutory obligations (see Section 5);
- Prepare and maintain a FSS and an ISS, after consultation;
- Notify the Fund's actuary of material changes which could affect funding (this is covered in a separate agreement with the actuary); and
- Monitor all aspects of the fund's performance and funding and amend the ISS as necessary and appropriate.

### **A2 The Individual Employer should:-**

- Deduct contributions from employees' pay correctly;
- Pay all contributions, including their own as determined by the actuary, promptly by the due date;
- Establish and exercise a discretions policy within the regulatory framework;
- Make additional contributions in accordance with agreed arrangements in respect of, for example, augmentation of scheme benefits, early retirement strain; and
- Notify the Administering Authority promptly of all changes to its circumstances, prospects or membership, which could affect future funding.
- In the case of admission bodies, ensure completion of admission agreements prior to contract commencement.

### **A3 The Fund Actuary should:-**

- Prepare valuations, including the setting of employers' contribution rates. This will involve agreeing assumptions with the Administering Authority, having regard to the FSS and LGPS Regulations, and targeting each employer's solvency appropriately;
- Provide data and information as required by the Government Actuary's Department to carry out their statutory obligations (see Section 5);
- Provide advice relating to new employers in the Fund, including the level and type of bonds or other forms of security (and the monitoring of these);
- Prepare advice and calculations in connection with bulk transfers and individual benefit-related matters;
- Assist the Administering Authority in considering possible changes to employer contributions between formal valuations, where circumstances suggest this may be necessary;
- Advise on the termination of employers' participation in the Fund; and
- Fully reflect actuarial professional guidance and requirements in the advice given to the Administering Authority.

**A4 Other parties:-**

- Investment advisers (either internal or external) should ensure the Fund's ISS remains appropriate, and consistent with this FSS;
- Investment managers, custodians and bankers should all play their part in the effective investment (and dis-investment) of Fund assets, in line with the ISS;
- Auditors should comply with their auditing standards, ensure Fund compliance with all requirements, monitor and advise on fraud detection, and sign off annual reports and financial statements as required;
- Governance advisers may be appointed to advise the Administering Authority on efficient processes and working methods in managing the Fund;
- Legal advisers (either internal or external) should ensure the Fund's operation and management remains fully compliant with all regulations and broader local government requirements, including the Administering Authority's own procedures;
- The Department for Communities and Local Government (assisted by the Government Actuary's Department) and the Scheme Advisory Board, should work with LGPS Funds to meet Section 13 requirements.

## Appendix B – Regulatory framework

### B1 Why does the Fund need an FSS?

The Department for Communities and Local Government (DCLG) has stated that the purpose of the FSS is:

- *“to establish a **clear and transparent fund-specific strategy** which will identify how employers’ pension liabilities are best met going forward;*
- *to support the regulatory framework to maintain **as nearly constant employer contribution rates as possible;***  
*and*
- *to take a **prudent longer-term view** of funding those liabilities.”*

These objectives are desirable individually, but may be mutually conflicting.

The requirement to maintain and publish a FSS is contained in LGPS Regulations which are updated from time to time. In publishing the FSS the Administering Authority has to have regard to any guidance published by Chartered Institute of Public Finance and Accountancy (CIPFA) (most recently in 2016) and to its Investment Strategy Statement.

This is the framework within which the Fund’s actuary carries out triennial valuations to set employers’ contributions and provides recommendations to the Administering Authority when other funding decisions are required, such as when employers join or leave the Fund. The FSS applies to all employers participating in the Fund.

### B2 Consultation and review

The LGPS Regulations requires the Fund to consult on its FSS. It is covered in more detail by the most recent CIPFA guidance, which states that the FSS must first be subject to “consultation with such persons as the authority considers appropriate”, and should include “a meaningful dialogue at officer and elected member level with council tax raising authorities and with corresponding representatives of other participating employers”.

In practice, for the Fund, the consultation process for this FSS was as follows:

- a) A draft version of the FSS was issued to all participating employers in November 2016 for comment;
- b) Comments were requested within 60 days;
- c) There was an Employers Forum on 30 January 2017 at which questions regarding the FSS could be raised and answered;
- d) Following the end of the consultation period the FSS was updated where required, approved by the Fund’s Pensions Committee in February 2017 then published in March 2017.

### B3 How is the FSS published?

The FSS is made available through the following routes:

- Published on the website, at: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Policy-statements.aspx>;
- A full copy is included in the annual report and accounts of the Fund  
<http://www.yourpension.org.uk/Hertfordshire/Fund-information/Annual-reports.aspx>;

### B4 How often is the FSS reviewed?

The FSS is reviewed in detail at least every three years as part of the triennial valuation. This version is expected to remain unaltered until it is consulted upon as part of the formal process for the next valuation in 2019.

It is possible that (usually slight) amendments may be needed within the three year period. These would be needed to reflect any regulatory changes, or alterations to the way the Fund operates (e.g. to accommodate a new class of employer). Any such amendments would be consulted upon as appropriate:

- trivial amendments would be simply notified at the next round of employer communications,
- amendments affecting only one class of employer would be consulted with those employers,
- other more significant amendments would be subject to full consultation.

In any event, changes to the FSS would need agreement by the Pensions Committee and would be included in the relevant Committee Meeting minutes.

**B5 How does the FSS fit into other Fund documents?**

The FSS is a summary of the Fund's approach to funding liabilities. It is not an exhaustive statement of policy on all issues, for example there are a number of separate statements published by the Fund including the Investment Strategy Statement, Governance Compliance Statement and Communications Strategy Statement. In addition, the Fund publishes an Annual Report and Accounts with up to date information on the Fund.

These documents can be found on the web at: <http://www.yourpension.org.uk/Hertfordshire/Fund-information/Introduction.aspx>

## **Appendix C - Actuarial assumptions**

### **C1 What are the actuarial assumptions?**

These are expectations of future experience used to place a value on future benefit payments (“the liabilities”). Assumptions are made about the amount of benefit payable to members (the financial assumptions) and the likelihood or timing of payments (the demographic assumptions). For example, financial assumptions include investment returns, salary growth and pension increases; demographic assumptions include life expectancy, probabilities of ill-health early retirement, and proportions of member deaths giving rise to dependants’ benefits.

Changes in assumptions will affect the measured funding target. However, different assumptions will not of course affect the actual benefits payable by the Fund in future.

The combination of all assumptions is described as the “basis”. A more optimistic basis might involve higher assumed investment returns (discount rate), or lower assumed salary growth, pension increases or life expectancy; a more optimistic basis will give lower funding targets and lower employer costs. A more prudent basis will give higher funding targets and higher employer costs.

### **C2 What basis is used by the Fund?**

The Fund’s standard funding basis is described as the “ongoing basis”, which applies to most employers in most circumstances. This is described in more detail below. It anticipates employers remaining in the Fund in the long term. However, in certain circumstances, typically where the employer is not expected to remain in the Fund long term, a more prudent basis applies: see Note (a) to 3.3.

### **C3 What assumptions are made in the ongoing basis?**

#### **a) Investment return / discount rate**

The key financial assumption is the anticipated return on the Fund’s investments. This “discount rate” assumption makes allowance for an anticipated out-performance of Fund returns relative to long term yields on UK Government bonds (“gilts”). There is, however, no guarantee that Fund returns will out-perform gilts. The risk is greater when measured over short periods such as the three years between formal actuarial valuations, when the actual returns and assumed returns can deviate sharply.

Given the very long-term nature of the liabilities, a long term view of prospective asset returns is taken. The long term in this context would be 20 to 30 years or more.

For the purpose of the triennial funding valuation at 31 March 2017 and setting contribution rates effective from 1 April 2018, the Fund actuary has assumed that future investment returns earned by the Fund over the long term will be 1.8% per annum greater than gilt yields at the time of the valuation (this is the same as that used at the 2013 valuation). In the opinion of the Fund actuary, based on the current investment strategy of the Fund, this asset out-performance assumption is within a range that would be considered acceptable for the purposes of the funding valuation.

#### **b) Salary growth**

Pay for public sector employees is currently subject to restriction by the UK Government until 2020. Although this “pay freeze” does not officially apply to local government and associated employers, it has been suggested that they are likely to show similar restraint in respect of pay awards. Based on long term historical analysis of the membership in LGPS funds, and continued austerity measures, the salary increase assumption at the 2016 valuation has been set to 0.9% below the retail prices index (RPI) per annum. This is a change from the previous valuation, which assumed 0.5% above RPI.

#### **c) Pension increases**

Since 2011 the consumer prices index (CPI), rather than RPI, has been the basis for increases to public sector pensions in deferment and in payment. Note that the basis of such increases is set by the Government, and is not under the control of the Fund or any employers.

As at the previous valuation, we derive our assumption for RPI from market data as the difference between the yield on long-dated fixed interest and index-linked government bonds. This is then reduced to arrive at the CPI assumption, to allow for the “formula effect” of the difference between RPI and CPI. At this valuation, we propose a reduction of 1.0% per annum. This is a larger reduction than at 2013, when a reduction of 0.8% was applied to the RPI assumption. This will serve to reduce the funding target (all other things being equal). (Note that the reduction is applied in a geometric, not arithmetic, basis).

**d) Life expectancy**

The demographic assumptions are intended to be best estimates of future experience in the Fund based on past experience of LGPS funds which participate in Club Vita, the longevity analytics service used by the Fund, and endorsed by the actuary.

The longevity assumptions that have been adopted at this valuation are a bespoke set of “VitaCurves”, produced by the Club Vita’s detailed analysis, which are specifically tailored to fit the membership profile of the Fund and at an employer level, the characteristics of each individual employer’s membership. These curves are based on the data provided by the Fund for the purposes of this valuation.

It is acknowledged that future life expectancy and, in particular, the allowance for future improvements in life expectancy, is uncertain. There is a consensus amongst actuaries, demographers and medical experts that life expectancy is likely to improve in the future. Allowance has been made in the ongoing valuation basis for future improvements in line with the 2013 version of the Continuous Mortality Investigation model published by the Actuarial Profession and a 1.25% per annum minimum underpin to future reductions in mortality rates. This is the same methodology as was adopted for the 2013 Valuation, but with updates to the underlying mortality tables.

**e) General**

The same financial assumptions are adopted for most employers, in deriving the funding target underpinning the Primary and Secondary rates: as described in (3.3), these calculated figures are translated in different ways into employer contributions, depending on the employer’s circumstances.

The demographic assumptions, in particular the life expectancy assumption, in effect vary by type of member and so reflect the different membership profiles of employers.



## Appendix D - The calculation of Employer contributions

In Section 2 a broad description of the way in which contribution rates are calculated was provided. This Appendix considers these calculations in much more detail. The calculations involve actuarial assumptions about future experience, and these are described in detail in Appendix C.

### D1 What is the difference between calculations across the whole Fund and calculations for an individual employer?

Employer contributions are normally made up of two elements:

- a) the estimated cost of ongoing benefits being accrued, referred to as the “Primary contribution rate” (see [C2](#) below); plus
- b) an adjustment for the difference between the Primary rate above, and the actual contribution the employer needs to pay, referred to as the “Secondary contribution rate” (see [C3](#) below).

The contribution rate for each employer is measured as above, appropriate for each employer’s funding position and membership. The whole Fund position, including that used in reporting to DCLG (see section 5), is calculated in effect as the weighted sum of all the individual employer rates. DCLG currently only regulates at whole Fund level, without monitoring individual employer positions.

### D2 How is the Primary contribution rate calculated?

The Primary element of the employer contribution rate is calculated with the aim that these contributions will meet the cost of current employees’ future benefit payments as they accrue. This is based upon the cost (in excess of members’ contributions) of the benefits which employee members earn from their service each year.

The Primary rate is calculated separately for all the employers, although employers within a pool will pay the contribution rate applicable to the pool as a whole. The Primary rate is calculated such that it is projected to:

1. meet the required funding target for all future years’ accrual of benefits\*, excluding any accrued assets,
2. within the determined time horizon (see note 3.3 Note (c) for further details),
3. with a sufficiently high probability, as set by the Fund’s strategy for the category of employer (see 3.3 Note (e) for further details).

\* The projection is for the current active membership where the employer no longer admits new entrants, or additionally allows for new entrants where this is appropriate.

The projections are carried out using an economic modeller developed by the Fund’s actuary Hymans Robertson: this allows for a wide range of outcomes as regards key factors such as asset returns (based on the Fund’s investment strategy), inflation, and bond yields. The measured contributions are calculated such that the proportion of outcomes meeting the employer’s funding target (by the end of the time horizon) is equal to the required probability.

The approach includes expenses of administration to the extent that they are borne by the Fund, and includes allowances for benefits payable on death in service and on ill health retirement.

### D3 How is the Secondary contribution rate calculated?

The Fund operates the same ultimate target funding level for all employers of 100% of its accrued liabilities valued on the ongoing basis, unless otherwise determined (see Section 3). The Secondary rate is calculated as the balance over and above the Primary rate, such that the total is projected to:

- meet the required funding target relating to past and future service benefit accrual
- within the determined time horizon (see 3.3 Note (c) for further details)
- with a sufficiently high probability, as set by the Fund’s strategy for the category of employer (see 3.3 Note (e) for further details).

The funding position at 31 March 2018 is a snapshot as at that date and will be different thereafter depending on what has happened in the financial markets. The secondary contribution rate therefore reflects not only deficit contributions but also a “market adjustment” factor which takes account of how the liabilities and assets may evolve over time. The secondary rate therefore seeks to ensure, via the employer paying a certain level of contributions, that the past service

liabilities are fully funded (on the funding target) within, and by the end of, the time horizon for a minimum number of outcomes ("the likelihood"). The secondary rate contributions are therefore set to achieve full funding allowing for the projection of assets and liabilities over an appropriate time horizon, for a given proportion of possible economic outcomes which allows for the inherent liability and asset volatility over time and seeks to avoid funding plans being driven by short term market movements. The secondary rate may be expressed as a percentage of pay or as a monetary amount per annum.

#### **D4 What affects a given employer's valuation results?**

The results of these calculations for a given individual employer will be affected by:

1. past contributions relative to the cost of accruals of benefits;
2. different liability profiles of employers (e.g. mix of members by age, gender, service vs. salary);
3. the effect of any differences in the funding target, i.e. the valuation basis used to value the employer's liabilities;
4. any different time horizons;
5. the difference between actual and assumed rises in pensionable pay;
6. the difference between actual and assumed increases to pensions in payment and deferred pensions;
7. the difference between actual and assumed retirements on grounds of ill-health from active status;
8. the difference between actual and assumed amounts of pension ceasing on death;
9. the additional costs of any non ill-health retirements relative to any extra payments made; and/or
10. differences in the required probability of achieving the funding target.

#### **D5 How is each employer's asset share calculated?**

The Administering Authority does not account for each employer's assets separately. Instead, the Fund's actuary is required to apportion the assets of the whole Fund between the employers, at each triennial valuation.

This apportionment uses the income and expenditure figures provided for certain cash flows for each employer. This process adjusts for transfers of liabilities between employers participating in the Fund, but does make a number of simplifying assumptions. The split is calculated using an actuarial technique known as "analysis of surplus".

Actual investment returns achieved on the Fund between each valuation are applied proportionately across all employers, to the extent that employers in effect share the same investment strategy. Transfers of liabilities between employers within the Fund occur automatically within this process, with a sum broadly equivalent to the reserve required on the ongoing basis being exchanged between the two employers.

The Fund actuary does not allow for certain relatively minor events, including but not limited to:

- the actual timing of employer contributions within any financial year;
- the effect of the premature payment of any deferred pensions on grounds of incapacity.

These effects are swept up within a miscellaneous item in the analysis of surplus, which is split between employers in proportion to their liabilities.

The methodology adopted means that there will inevitably be some difference between the asset shares calculated for individual employers and those that would have resulted had they participated in their own ring-fenced section of the Fund. The asset apportionment is capable of verification but not to audit standard. The Administering Authority recognises the limitations in the process, but it considers that the Fund actuary's approach addresses the risks of employer cross-subsidisation to an acceptable degree.

## Appendix E – Key risks and controls

The Fund has an active risk management programme in place. Key risks are incorporated in the Fund's risk register which is monitored on an ongoing basis and reported to the Pensions Committee and LGPS Board on a quarterly basis.

Risk	Summary of Control Mechanisms
<b>The Pension Fund Investment Strategy does not deliver the long term projected investments returns and does not comply with legislation</b>	Ensure the investment strategy complies with the Local Government Pension Scheme regulations, Investment Strategy Statement and Investment Management Agreements.
	Set the Investment Strategy in light of the Fund's solvency target and risk and return objectives and review at regular intervals to ensure the Strategy is still appropriate
	Diversify investment across asset classes and markets to reduce the impact of financial market volatility including setting a limit for the proportion of the Pension Fund's assets held in illiquid asset classes such as private equity and property and keep the Fund's diversification policy under review.
	Establish limits for the maximum percentage of the total value of all investments in particular investments or classes of investment, within a prudential framework and after taking proper advice.
	Monitor and provide a quarterly report to the Pensions Committee on Investment Managers' performance against benchmark.
	Regularly review any assets that the Fund has previously determined should be held outside of the ACCESS pool, ensuring this continues to demonstrate value for money
	Monitor Investment Managers' compliance with the investment restrictions and limits laid out in the Pension Fund's Investment Strategy Statement and Investment Managers' Agreements and report any cases of non-compliance.
Risk	Summary of Control Mechanisms
<b>The funding level of the Pension Fund deteriorates</b>	Set investment out-performance targets at the triennial valuation with reference to the Pension Fund's current Investment Strategy and on a relatively prudent basis to reduce the risk of under-performance against anticipated returns. At the same time, review and agree the other actuarial assumptions such as salary increases, discount rates, longevity etc.
	Provide the Pensions Committee with quarterly actuarial reports that monitor the funding position of the Pension Fund and the sensitivity of this to changes in general market conditions.
	Monitor and ensure scheme employers pay the extra capital/strain cost of non ill-health retirements following each individual decision and in the year the decision is made.
	Monitor each scheme employer's ill-health experience on an ongoing basis against the "ill health budget" set for each employer at the triennial valuation and require them to make additional contributions to the Pension Fund where budgets are exceeded.
	Monitor cash flows at a whole Pension Fund level and an individual scheme employer level and certify secondary contributions as a monetary amount for those with reducing payrolls as identified at the triennial valuation.
	At each triennial valuation, assign any liabilities relating to ceased transferee admission bodies to the original ceding scheme employer.
	Monitor the 'characteristics' and individual funding position of pool members to ensure pooling is still appropriate. Require members of the Schools or Parish and Town Councils Pools to sign a pooling agreement which sets certain conditions and requirements for scheme employers' participation in the pool.
	Set maximum time horizons after taking into account the particular characteristics of each type of scheme employer and the future working lifetime of its employees. Use shorter deficit recovery periods for organisations with a limited "life" in the Pension Fund or without statutory tax raising powers.
	Monitor the covenant of scheme employers and use a risk based approach for setting contribution strategies for employers.
Risk	Summary of Control Mechanisms
<b>Scheme employers' default on meeting their obligations to the Pension Fund and LGPS</b>	Develop data quality controls with the Pension Fund's third party pension's administration service to monitor membership data submitted by scheme employers to ensure it is accurate and up to date.
	Develop a risk evaluation approach to identify covenant risk, categorising scheme employers as low, medium or high. Establish a set of risk criteria and monitor scheme

	employers against this. Engage with scheme employers at an early stage to address funding issues.
	Monitor contributions to ensure that scheme employers are paying the correct employer contribution rate to agreed deadlines.
	Do not allow unsupported employers to be admitted to the Pension Fund. Require all community admission bodies and transferee admission bodies to obtain a bond or guarantor from a scheme employer. Revalue bonds every three years to ensure the risk cover is still appropriate.
	Carry out regular financial checks on participating scheme employers, especially non-tax raising bodies.
	Carry out an annual employer survey to identify any changes in funding stream for scheme employers.
	Pool the contributions for scheme employers with similar characteristics to allow sharing of risk amongst scheme employers.
	Carry out cessation valuations on a more prudent gilts basis to ensure the payment calculated when a scheme employer's liabilities are crystallised is sufficient to meet the future payment of benefits made by the Pension Fund.
<b>Risk</b>	<b>Summary of Control Mechanisms</b>
<b>The Pension Fund and its third party providers do not comply with regulations, statute or procedure</b>	Review the Custodian's and Investment Managers' internal control reports to identify any concerns over controls and processes in place
	Ensure the Custodian undertakes monthly reconciliations with the Pension Fund's Investment Managers to ensure all assets are correctly accounted for and holdings are agreed.
	Require all large employers in the Pension Fund to provide an Annual Assurance Certification that payroll systems are compliant and have been tested by the scheme employers' internal auditors
	Take advice from Fund Actuary on position of Fund as at prior valuation, and consideration of proposed valuation approach relative to anticipated Section 13 analysis.
	Engage data matching service to receive earlier notifications of entitlement changes.
	Take proper advice to ensure a regulatory compliant asset pool in operation by statutory deadlines.
	Work in conjunction with the Strategic Procurement Group to ensure all procurements are carried out in accordance with HCC contract and EU regulations.
	Review the Pension Fund SORP in preparing the Statement of Accounts to ensure compliance and engage external audit to review the Pension Fund accounts each year.
	Manage performance of the Pension Fund's third party pension's administration service through a service level agreement and monitor against Key Performance Indicators.
	Work closely with the Pension Fund's third party pension's administration service to ensure it complies with current regulations and is alert to and can implement any changes to scheme benefits.
	Ensure the Pension Fund's third party pension's administration service has a robust programme in place to test controls on the membership benefit system and that they are fully compliant and up to date.
	Engage internal and external audit reports to regularly test that appropriate controls are in place over the payment of benefits and expenses and collection of contributions and that they are working effectively. Implement any recommendations resulting from both these audits.

## Appendix F – Glossary

<b>Actuarial assumptions/basis</b>	The combined set of assumptions made by the actuary, regarding the future, to calculate the value of the funding target. The main assumptions will relate to the discount rate, salary growth, pension increases and longevity. More prudent assumptions will give a higher target value, whereas more optimistic assumptions will give a lower value.
<b>Administering Authority</b>	The council with statutory responsibility for running the Fund, in effect the Fund's "trustees".
<b>Admission Bodies</b>	Employers where there is an Admission Agreement setting out the employer's obligations. These can be Community Admission Bodies or Transferee Admission Bodies. For more details (see <a href="#">2.3</a> ).
<b>Covenant</b>	The assessed financial strength of the employer. A strong covenant indicates a greater ability (and willingness) to pay for pension obligations in the long run. A weaker covenant means that it appears that the employer may have difficulties meeting its pension obligations in full over the longer term.
<b>Designating Employer</b>	Employers such as town and parish councils that are able to participate in the LGPS via resolution. These employers can designate which of their employees are eligible to join the Fund.
<b>Discount rate</b>	The annual rate at which future assumed cashflows (in and out of the Fund) are discounted to the present day. This is necessary to provide a funding target which is consistent with the present day value of the assets. A lower discount rate gives a higher target value, and vice versa. It is used in the calculation of the Primary and Secondary rates.
<b>Employer</b>	An individual participating body in the Fund, which employs (or used to employ) members of the Fund. Normally the assets and funding target values for each employer are individually tracked, together with its Primary rate at each valuation.
<b>Funding target</b>	The actuarially calculated present value of all pension entitlements of all members of the Fund, built up to date. This is compared with the present market value of Fund assets to derive the deficit. It is calculated on a chosen set of actuarial assumptions.
<b>Gilt</b>	A UK Government bond, ie a promise by the Government to pay interest and capital as per the terms of that particular gilt, in return for an initial payment of capital by the purchaser. Gilts can be "fixed interest", where the interest payments are level throughout the gilt's term, or "index-linked" where the interest payments vary each year in line with a specified index (usually RPI). Gilts can be bought as assets by the Fund, but their main use in funding is as an objective measure of solvency.
<b>Guarantee / guarantor</b>	A formal promise by a third party (the guarantor) that it will meet any pension obligations not met by a specified employer. The presence of a guarantor will mean, for instance, that the Fund can consider the employer's covenant to be as strong as its guarantor's.
<b>Letting employer</b>	An employer which outsources or transfers a part of its services and workforce to another employer (usually a contractor). The contractor will pay towards the LGPS benefits accrued by the transferring members, but ultimately the obligation to pay for these benefits will revert to the letting employer. A letting employer will usually be a local authority, but can sometimes be another type of employer such as an Academy.
<b>LGPS</b>	The Local Government Pension Scheme, a public sector pension arrangement put in place via Government Regulations, for workers in local government. These Regulations also dictate eligibility (particularly for Scheduled Bodies), members' contribution rates, benefit calculations and certain governance requirements. The LGPS is divided into 101 Funds which map the UK. Each LGPS Fund is autonomous to the extent not dictated by Regulations, e.g. regarding investment strategy, employer contributions and choice of advisers.
<b>Maturity</b>	A general term to describe a Fund (or an employer's position within a Fund) where the members are closer to retirement (or more of them already retired) and the investment time horizon is shorter. This has implications for investment strategy and, consequently, funding strategy.
<b>Members</b>	The individuals who have built up (and may still be building up) entitlement in the Fund. They are divided into actives (current employee members), deferred (ex-employees who have not yet retired) and pensioners (ex-employees who have now retired, and dependants of deceased ex-employees).

<b>Primary contribution rate</b>	The employer contribution rate required to pay for ongoing accrual of active members' benefits (including an allowance for administrative expenses). See Appendix D for further details.
<b>Profile</b>	The profile of an employer's membership or liability reflects various measurements of that employer's members, ie current and former employees. This includes: the proportions which are active, deferred or pensioner; the average ages of each category; the varying salary or pension levels; the lengths of service of active members vs their salary levels, etc. A membership (or liability) profile might be measured for its maturity also.
<b>Rates and Adjustments Certificate</b>	A formal document required by the LGPS Regulations, which must be updated at least every three years at the conclusion of the formal valuation. This is completed by the actuary and confirms the contributions to be paid by each employer (or pool of employers) in the Fund for the three year period until the next valuation is completed.
<b>Scheduled Bodies</b>	Types of employer explicitly defined in the LGPS Regulations, whose employers must be offered membership of their local LGPS Fund. These include Councils, colleges, universities, academies, police and fire authorities etc, other than employees who have entitlement to a different public sector pension scheme (e.g. teachers, police and fire officers, university lecturers).
<b>Secondary contribution rate Stabilisation</b>	The difference between the employer's actual and Primary contribution rates. In broad terms, this relates to the shortfall of its asset share to its funding target. Any method used to smooth out changes in employer contributions from one year to the next. This is very broadly required by the LGPS Regulations, but in practice is particularly employed for large stable employers in the Fund. Different methods may involve: probability-based modelling of future market movements; longer deficit recovery periods; higher discount rates; or some combination of these.
<b>Valuation</b>	An actuarial investigation to calculate the liabilities, future service contribution rate and common contribution rate for a Fund, and usually individual employers too. This is normally carried out in full every three years (last done as at 31 March 2016), but can be approximately updated at other times. The assets value is based on market values at the valuation date, and the liabilities value and contribution rates are based on long term bond market yields at that date also.

The ACCESS Annual Report can be accessed through the following link: <https://www.accesspool.org/document/5809>

Actuary	An independent qualified consultant who advises on the financial position of the Pension Fund. Every three years the Actuary reviews the assets and liabilities of the Pension Fund and produces the actuarial valuation which recommends the employer contribution rates.
Administering Authority	A local authority required to maintain a pension fund under the Local Government Pension Scheme regulations. Within the geographical boundary of Hertfordshire, the Administering Authority is Hertfordshire County Council.
Admission agreement	A contract between an administering authority, admitted body and if applicable, the outsourcing Scheme employer.
Augmentation	Additional membership awarded to a member by their employer, to a maximum of ten years.
Benchmark	A notional fund which is developed to provide a standard against which an Investment Manager's performance is measured.
Bonds	A certificate of debt issued by a company, government or other institution. A bondholder is a creditor of the issuer and usually receives interest at a fixed rate. Also referred to as fixed interest securities.
Career Average Revalued Earnings (CARE) scheme	<p>A scheme that are a type of defined benefit pension scheme where the benefits at retirement are based on average pensionable earnings and the length of membership of the scheme.</p> <p>From 1 April 2014, the Scheme moved from a final salary scheme to a career average revalued earnings (CARE) scheme details of which are accessible from the Pension Fund website at <a href="https://www.yourpension.org.uk/Hertfordshire/Pensions-Home.aspx">https://www.yourpension.org.uk/Hertfordshire/Pensions-Home.aspx</a>.</p>
Chief Finance Officer	An officer of that has delegated responsibility to manage the financial arrangements for an organisation. Hertfordshire County Council delegates these responsibilities to the post of the Director of Resources.
Communication Policy Statement	A statement of policy on communications with members and employers including the provision of information about the Scheme, the format, frequency and method of distributing such information and the promotion of the Scheme to prospective members.
Custody/Custodian	The safe-keeping of securities by a financial institution. The Custodian is responsible for maintaining investment records, the settlement of transactions, income collection, tax reclamation and other administrative actions in relation to the Pension Fund's investments.
Deferred members	Members who leave their employment or opt out of the Scheme and have their benefits deferred until retirement or until they request a transfer to another pension scheme.
Defined benefit final salary scheme	A pension scheme where the scheme rules define the benefits independently of the contributions paid by the members and employer. Members' benefits are a specified fraction of a scheme member's final pay.
Equities	Shares in UK and overseas companies.
Ex-officio	A member of a body (a board, committee, council, etc.) who is part of it by virtue of holding another office.
Final pensionable pay	The figure used to calculate a member's pension benefits and is normally a members pay in the last year before they retire. A member's benefits could also be calculated on one of the previous two years pay if that amount is higher, or the average of any three consecutive years in the last ten years if the member has had a downgrade in the last ten years or pay has been restricted in that period.
Fixed interest securities	Investments which guarantee a fixed rate of interest. The securities represent loans which are repayable at a future date but which can be traded on a recognised stock exchange until this time. Also known as bonds.
Forward foreign exchange contract	An agreement between two parties to exchange one currency for another at a forward or future date.
Funded scheme	A pension scheme that has available assets to cover all liabilities, including the obligation of future payments to retirees.
Funding Strategy Statement	A statement of the Pension Fund's strategy for meeting employers' pension liabilities.
Futures	Contracts to buy or sell specific quantities of a commodity or financial instrument at a specified price with delivery set at a specified time in the future.
Governance Policy and Compliance Statement	A statement of the governance arrangements of the Pension Fund including the delegation of responsibility, terms of reference, representation and compliance with statutory guidelines.
Hertfordshire Local Government Association	A voluntary organisation, acting on behalf of the local government sector in Hertfordshire.



Index linked	Bonds on which the interest and ultimate capital repayment are recalculated on the basis of changes in inflation.
Investment Consultant	A professionally qualified individual or company who provides objective, impartial investment advice to the Pension Fund.
Investment Manager	An organisation that specialises in the investment of a portfolio of securities on behalf of an organisation subject to the guidelines and directions of the investor.
Lien	A form of security interest granted over an asset to secure the payment of a debt or performance of some other obligation.
Mandate	A set of instructions given to an investment manager as to how a fund is to be managed. Targets for performance against a benchmark or limits on investing in certain stocks or sectors may be set. This is formalised within an investment manager agreement between a pension fund and investment manager.
Pooled investment vehicles	An investment which allows investors' money to be pooled and used by investment managers to buy a variety of securities, thereby giving investors a stake in a diversified portfolio of securities.
Private equity	An asset class consisting of equity securities in operating companies that are not publicly traded on a stock exchange.
Quoted securities	Shares with prices quoted on a recognised stock exchange.
Rates and Adjustments Certificate	A certificate issued by the Pension Fund Actuary setting out the contribution rates payable by participating employers
Scheme	The Local Government Pension Scheme, a public sector pension arrangement put in place via Government Regulations, for workers in local government. The LGPS Regulations also dictate eligibility (particularly for scheduled bodies), members' contribution rates, benefit calculations and certain governance requirements. The Scheme is divided into 101 Pension Funds throughout the UK. Each pension fund is autonomous to the extent not dictated by the LGPS Regulations, e.g. regarding investment strategy, employer contributions and choice of advisers.
Scheme Administrator	An organisation responsible for the administration of the benefits of the Pension Fund, including the payment of benefits and maintenance of membership records. This is contracted to The London Pensions Fund Authority.
Spot market exchange rate	A spot exchange rate refers to the current exchange rate.
Investment Strategy Statement	A formal policy on how a pension fund will invest its assets including the types in investments to be held, the balance between different types of investments and risk.
Transfer values	A capital value transferred to or from a pension scheme in respect of a contributor's previous periods of pensionable employment.
Transferee admission bodies	An external body contracted to provide services or assets in connection with the exercise of a function of the local authority.
Unit Trust	A pooled fund in which investors can buy or sell units on an ongoing basis.
Unquoted securities	Shares which are dealt in the investment market but which are not listed on a recognised stock exchange.
VitaCurves	Bespoke analysis of the longevity of the Pension Fund's members.
Whole time equivalent salary	The pay a part-time member would receive if they worked full time.