



# Actuarial valuation as at 31 March 2016

London Borough of Enfield Pension Fund

Prepared for	The London Borough of Enfield (in their role as the Administering Authority of the London Borough of Enfield Pension Fund)
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Date	27 March 2017

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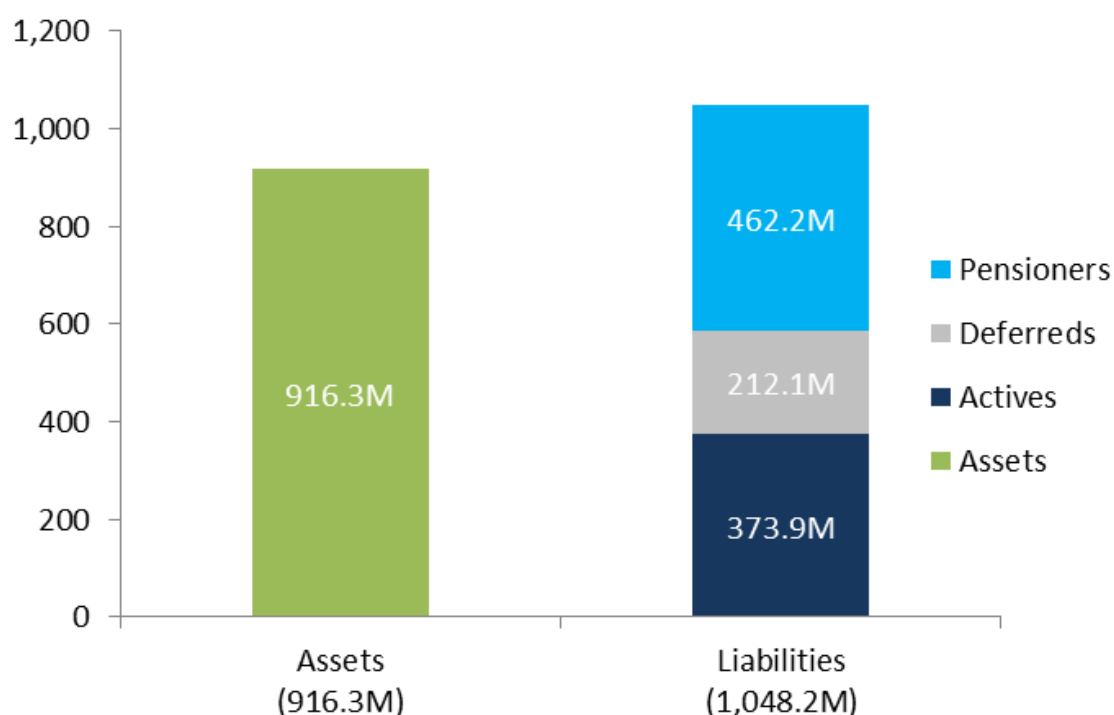
No decisions should be taken on the basis of this report by any party other than our client, the London Borough of Enfield, and nothing in this report removes the need for readers to take proper advice in relation to their specific circumstances.

## Executive Summary

*The key results of the valuation as at 31 March 2016 are set out below.*

There was a shortfall of £131.9M relative to the past service liabilities of £1,048.2M which corresponded to a funding ratio of 87%.

The past service liabilities are the amount of assets agreed with the Administering Authority as being required to meet members' benefits, assuming the Fund continues as a going concern.



The aggregate Employer future service contribution rate (the primary contribution rate, a weighted average of all Employers' primary rates) is 17.7% of Pensionable Pay.

The aggregate Employer total contribution rate (primary plus secondary) required to restore the funding ratio to 100% using a recovery period of 19 years from 1 April 2017, is 22.8% of Pensionable Pay (if the membership remains broadly stable and pay increases are in line with our assumptions). The comparable figure at the previous valuation was 21.4% of Pensionable Pay using a recovery period of 20 years from 1 April 2014.

The contributions payable by each Employer or group of Employers may differ because they allow for each Employer's or group's particular membership profile and funding ratio, and assumptions and recovery periods appropriate to their circumstances.

# Actuarial valuation as at 31 March 2016

## London Borough of Enfield Pension Fund

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## Introduction

*This report has been prepared for the Administering Authority. It sets out the results and conclusions of the funding valuation of the London Borough of Enfield Pension Fund as at 31 March 2016.*

This is our actuarial valuation report. It draws together other pieces of work and advice from throughout the valuation process. Appendix 1 sets out the legal framework within which the valuation has been completed.

Throughout this report, assets and liabilities in respect of defined contribution additional voluntary contributions (or AVCs) have been excluded.

Some shorthand used in this report is explained opposite. Some technical pensions terms are explained in the Glossary.

### Shorthand

#### **Fund**

London Borough of Enfield Pension Fund

#### **Administering Authority**

The London Borough of Enfield, in its role as the Administering Authority of the Fund

#### **Employers**

The London Borough of Enfield, and other employers with employees participating in the Fund

#### **Regulations**

The Local Government Pension Scheme Regulations 2013 (and other Regulations as referenced in the Glossary)

#### **Pensionable Pay**

As defined in the Regulations in relation to post-2014 membership

#### **Pensionable Service**

Periods of membership, as defined in the Regulations

### Snapshot view

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

## Update since the previous valuation

### The key results from the previous valuation as at 31 March 2013 were:

The Fund's assets were £731.2M and the past service liabilities were £864.1M, which corresponded to a shortfall of £132.9M and a funding ratio of 85%.

The aggregate Employer future service contribution rate was 15.6% of Pensionable Pay.

The Administering Authority agreed Employer contributions from 1 April 2014 over a range of recovery periods designed to restore the funding ratio to 100% over a period not exceeding 20 years.

The resulting aggregate Employer contributions were:

- The Employer future service contribution rate of 15.6% of Pensionable Pay; and
- Additional monetary amounts giving total contributions as follows:

Year from 1 April	% of Pensionable Pay	Aggregate contribution amounts (£M)
2014	15.6	6.6
2015	15.6	6.9
2016	15.6	7.2

The amount payable over 2016/17 was scheduled to increase on 1 April 2017 and each 1 April thereafter by approximately 3.9% a year.

In practice some employers may have paid total contributions as a percentage of pay, rather than a percentage of pay plus an additional monetary amount.

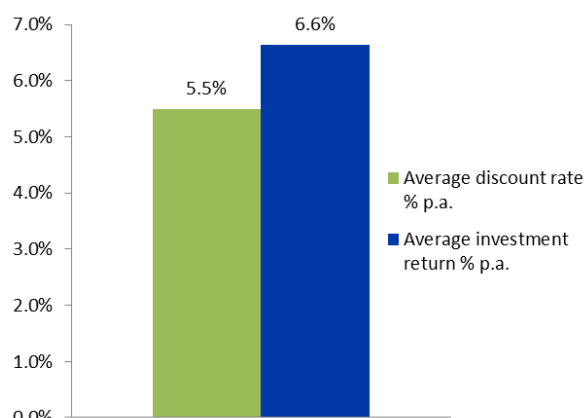
In addition the Employers paid contributions in respect of any additional strains arising on early retirement or due to increases in benefits. Members also paid contributions required by the Regulations.

### Financial development

To illustrate the Fund's financial development since the previous valuation, we compare below key financial assumptions made at the previous valuation with what actually happened.

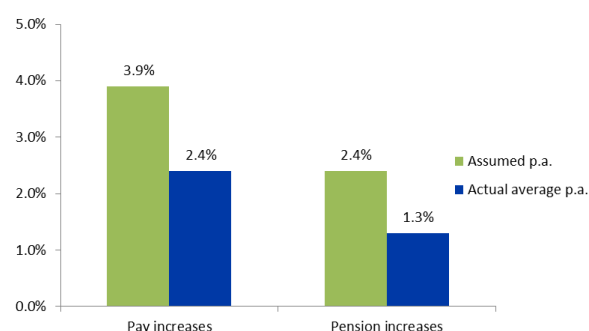
#### Investment return (or discount rate)

The investment return has been higher than the average discount rate assumed.



#### Inflationary pay and pension increases

Increases to pension in payment and to pay were lower than assumed.



Where material we show the financial impact of the above developments later in this report.

## Other key developments since the previous valuation

As well as the contributions paid to the Fund since the previous valuation and the returns achieved on the Fund's assets, there have been the following material developments since the previous valuation date:

### ■ 2014 Scheme

A new benefit structure was introduced for Pensionable Service from 1 April 2014. The key features are:

- Career average structure
- Accrual rate of 49ths
- Pensions revalued by CPI before retirement
- Normal Pension Age linked to State Pension Age
- Changes to member contribution rates
- Member contribution rates based on actual (previously full time equivalent) pay
- Introduction of a 50:50 option, with member contribution rate and pension accrual rate both half rate
- An underpin to pensions for members within 10 years of age 65 in April 2012.

Benefits for Pensionable Service before 1 April 2014 are protected, and calculated by reference to retirement ages in force before the 2014 Scheme was introduced. The link to final pay, (where pay is calculated using the 2008 Scheme definition), for pre 2014 benefits remains for active members.

The introduction of the 2014 Scheme was fully reflected in our previous valuation.

### ■ Auto-enrolment

Between 2012 and 2018 all UK employers will have a duty to commence automatically enrolling employees who satisfy certain criteria into the National Employment Savings Trust (NEST) or, if it satisfies certain requirements, their own pension scheme. The "staging date", from which the auto-enrolment duty applies, varies between individual employers. Over the period since the previous valuation, a number of the Fund's employers have been impacted

and this has led to an increase in new members joining the Fund.

### ■ Indexation of GMPs

On 6 April 2016 the Government introduced the new State Pension. A consequence of the legislation was that the mechanism which previously provided fully indexed pension payments to public servants ceased to apply in relation to the GMP element of pension.

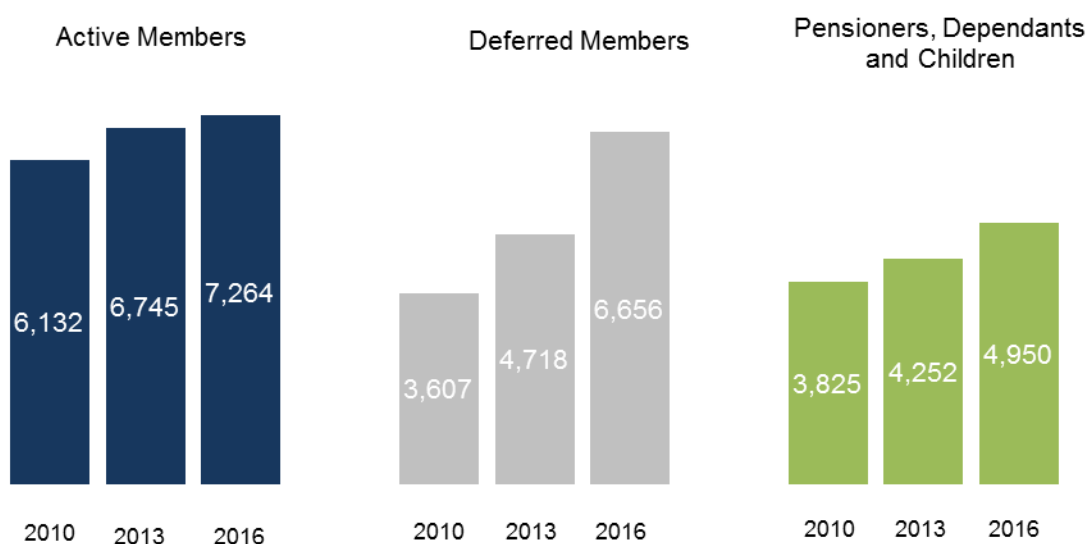
On 1 March 2016 HM Treasury announced an interim solution to the indexation of GMPs in public service pension schemes, including the Local Government Pension Scheme. The implications of this are that the Fund became responsible for paying full pension increases on the GMP for members who reach their State Pension Age between 6 April 2016 and 5 December 2018 inclusive. The results of this valuation allow for this change.

## Membership data

*This valuation is based on membership data as at 31 March 2016 supplied to us by the Administering Authority.*

A summary of the membership data is included in Appendix 2.

The chart below shows how the membership profile of the Fund has changed over the last three valuations.



Note: The deferred membership numbers above exclude members who had yet to decide whether to take transfer payments. Suitable allowance has been made for these in our calculations.

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

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

However, the results in this report rely entirely on the accuracy of the information supplied. The Administering Authority should notify us if the data we have used is incomplete or inaccurate.



## Benefits valued

*Members are entitled to benefits defined in the Regulations. Different benefits apply to Pensionable Service before 1 April 2008, between 1 April 2008 and 31 March 2014, and after 31 March 2014. A summary of the benefits valued is given in Appendix 3.*

### Discretionary benefits

Employers have discretion over payment of certain benefits and it is not practical to allow for the policies of each Employer. Most discretionary benefits are financed as they occur, so the financial impact on this valuation is minimal. No specific allowance has therefore been made for benefits which are granted at the discretion of the Employer.

### State Pension Age changes

Normal Pension Age for Pensionable Service on or after 1 April 2014 is State Pension Age (SPA), or, if higher, age 65. SPA is currently transitioning from age 65 (60 for women) to age 68 by 2046.

On 1 March 2016 the Department for Work and Pensions published the Terms of Reference for a review of SPA. The Government is expected to reach a decision arising from its review later this year. As the Government's decision is not yet known, no allowance has been made within the valuation for any changes in SPA beyond those which have already been announced.

### Local Government Pension Scheme Regulations and the cost management mechanism

Our valuation reflects our understanding of the Regulations in force at the valuation date. Any future changes may affect the conclusions in this report.

We have made no allowance in this valuation for any future potential changes to member contributions or benefits resulting from the cost management mechanism under the Regulations. The first valuation for the purposes of calculating the Scheme cost under the cost

management mechanism will be carried out by the Government Actuary's Department as at 1 April 2016, but any changes to members' contributions or benefits that may arise will not be known for some time and we do not expect any changes to be implemented before 1 April 2019.

### GMP equalisation and indexation

On 28 November 2016 HM Treasury commenced a consultation process on the indexation and equalisation of GMP in public service pension schemes. The outcome of this consultation process is unknown and so this valuation does not allow for any funding of full indexation or equalisation of GMPs beyond those already announced. The results of this valuation do allow for the changes which have already been implemented to the indexation of GMPs for members who reach their State Pension Age between 6 April 2016 and 5 December 2018 inclusive.

### Inflation measure

The Consumer Prices Index (CPI) is currently used to index pensions in payment and deferment, and to revalue members' CARE accounts for service after 31 March 2014.

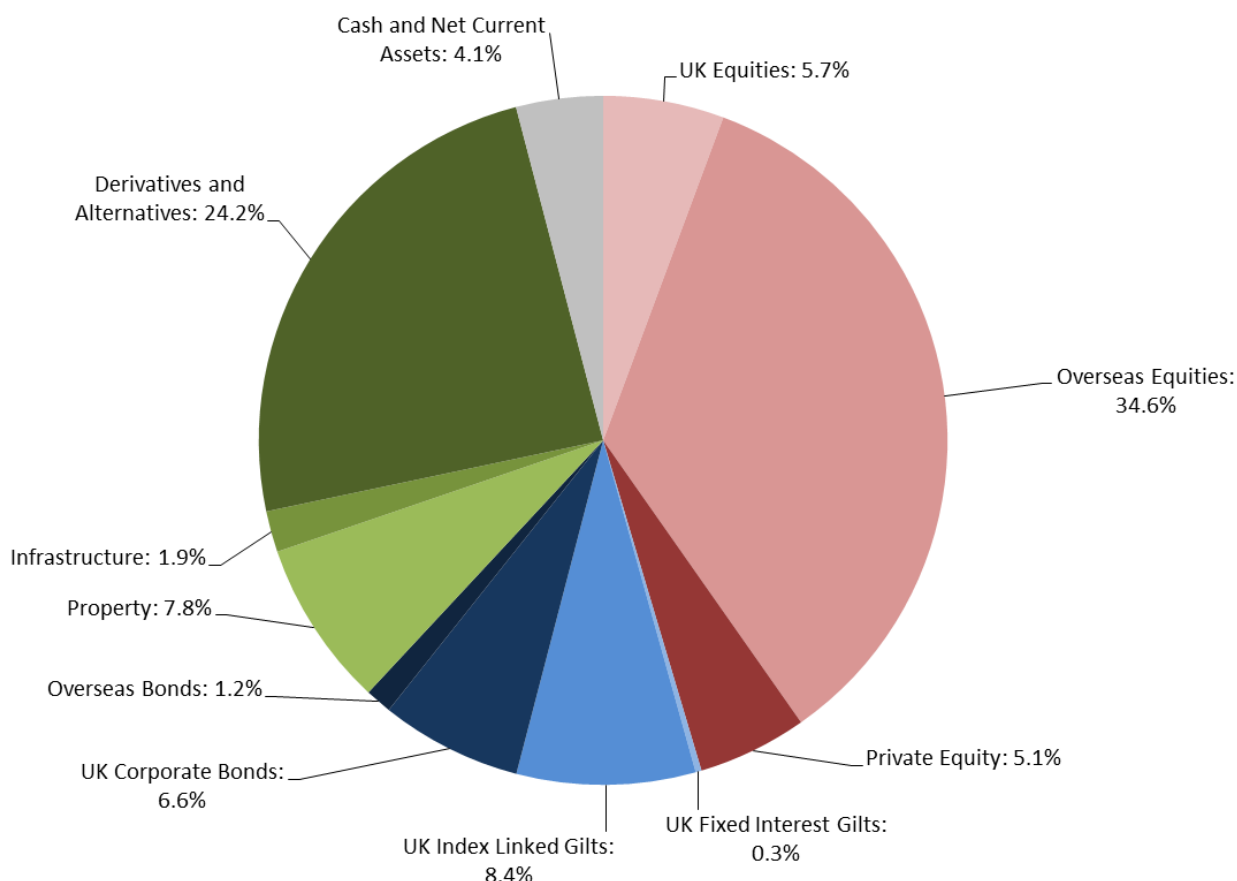
In November 2016 the Office for National Statistics announced that a different index, "CPIH", which also makes allowance for owner-occupier housing costs, is to be its preferred inflation measure in future.

The Government has not yet announced whether CPIH will replace CPI as the measure for indexing public service pensions. This valuation therefore continues to make allowance for indexation and revaluation to be based on CPI.

## Asset data

*The audited accounts for the Fund for the year ended 31 March 2016 show the value of the assets to be £916.3M at the valuation date.*

The assets of £916.3M were invested as follows:



- This summary excludes assets for defined contribution AVC accounts.

The Investment Strategy Statement describes the Fund's investment strategy as follows:

“To fund the Fund in such a manner that, in normal market conditions, all accrued benefits are fully covered by the value of the Fund's assets and that an appropriate level of contributions is agreed by the employer to meet the cost of future benefits accruing.

The Fund's Pension Policy & Investment Committee has translated its objectives into a suitable strategic asset allocation, which is considered to be appropriately balanced between generating a satisfactory long-term return, while taking account of market volatility and risk and the nature of the Fund's liabilities.

This approach helps to ensure that the investment strategy takes due account of the maturity profile of the Fund, together with the level of disclosed surplus or deficit (relative to the funding bases used).”

## Funding objective

### Terminology

#### Past service liabilities

The present value of the benefits to which members are entitled based on benefits accrued to the valuation date, assessed using the assumptions agreed between a Fund's Administering Authority and the Actuary.

#### Funding objective

To hold sufficient and appropriate assets to meet the past service liabilities.

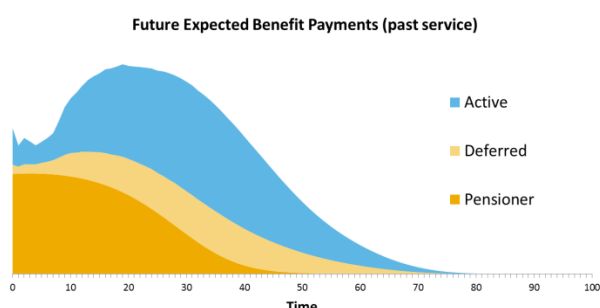
#### Funding strategy statement

Sets out the Administering Authority's strategy for meeting the funding objective

The Administering Authority's funding objective is to hold assets which are at least equal to the past service liabilities i.e. to meet the funding objective.

In order to calculate the past service liabilities and the cost to the Employers of future benefit accrual, the benefits paid out by the Fund are estimated for each year into the future. The estimated benefit payments are then 'discounted back' to the valuation date using an agreed rate of interest known as the discount rate.

The benefit payments from the Fund are expected to be made for a very long period – the chart below shows the cashflow pattern for the current membership of a typical LGPS fund (based on past service benefits). Some cashflows will be fixed but others will be linked to future levels of salary growth and inflation.



Source: 2016 valuation for a "typical" LGPS fund

### The discount rate

The funding strategy statement describes the risk based approach used to set the funding strategy and hence the discount rate. Under this risk based approach:

- The discount rate for the secure long term scheduled bodies assumes indefinite future investment in assets similar to the Fund's holdings at the valuation date (allowing for any known or planned changes to the long term investment strategy as appropriate).
- For orphan bodies, the discount rate has regard to the possibility that participation might cease at any time and anticipates a move to a low risk investment portfolio made up of long dated Government bonds (of appropriate nature and term) at cessation.
- For subsumption bodies, where a long term scheduled body has agreed to subsume the liabilities of an admission body or other employer on exit, we have agreed with the Administering Authority to use the scheduled body discount rate for that employer.
- This valuation has been undertaken on a prudent basis. Prudence is achieved through the use of discount rates (expected return assumptions) which have a better than even chance of being achieved by the Fund's long term investment strategy. Information on the level of prudence (or risk) in the funding strategy is contained in the Fund's Funding Strategy Statement.

An explanation of scheduled bodies, orphan bodies and subsumption bodies is given in the Glossary.

## Summary of method and assumptions

*The Administering Authority agreed the assumptions used to calculate the past service liabilities and the cost of future benefit accrual. The table below summarises the key assumptions, together with those used for the previous valuation, and the reasons for any change. Further details of all of the assumptions are set out in Appendix 5.*

Assumption	This valuation	Previous valuation	Rationale for change
<b>In-service discount rate</b> <i>Scheduled and subsumption body funding target</i> <i>Orphan body funding target</i> <i>Average in-service discount rate</i>	<b>4.5% pa</b> <b>4.1% pa</b> <b>4.5% pa</b>	<b>5.5% pa</b> <b>5.2% pa</b> <b>5.5% pa</b>	Updated to reflect the Administering Authority's attitude to risk and financial conditions at 31 March 2016.
<b>Left-service discount rate</b> <i>Scheduled and subsumption body funding target</i> <i>Orphan body funding target</i> <i>Average left-service discount rate</i>	<b>4.5% pa</b> <b>2.5% pa</b> <b>4.5% pa</b>	<b>5.5% pa</b> <b>3.9% pa</b> <b>5.5% pa</b>	Updated to reflect the Administering Authority's attitude to risk and financial conditions at 31 March 2016.
<b>Rate of revaluation of pension accounts</b>	<b>2.0% pa</b>	<b>2.4% pa</b>	Updated to reflect the outlook for CPI inflation at 31 March 2016.
<b>Pension increases (on pension in excess of GMPs)</b>	<b>2.0% pa</b>	<b>2.4% pa</b>	Updated to reflect the outlook for CPI inflation at 31 March 2016.
<b>Pensionable Pay Increases</b>	<b>3.5% pa</b>	<b>3.9% pa</b>	Updated to reflect financial expectations at 31 March 2016.
<b>Post-retirement mortality assumption – base table</b>	Standard SAPS S2P Light tables with scaling factors of: Men: 95% Women: 80%	Standard SAPS S1 Light tables with scaling factors of: Men: 100% Women: 80%	Updated to reflect recent research and the Fund's pensioner mortality experience since the last valuation
<b>Post-retirement mortality assumption – future improvements</b>	CMI 2014 core projections with long-term improvement rate of 1.5% pa	CMI 2012 core projections with long-term improvement rate of 1.5% pa	Updated to reflect recent research

We show below the assumed life expectancies for current members resulting from these mortality assumptions:

Assumed Life expectancy at age 65	Member currently aged 65		Member currently aged 45	
	This valuation	Previous valuation	This valuation	Previous valuation
Men	24.3	24.3	26.3	26.4
Women	26.9	27.5	29.2	29.8

In our view these assumptions are appropriate for the purposes of the valuation, and setting Employer contributions to the Fund.

As for the previous valuation, the past service liabilities have been calculated using the projected unit method. This method, with a one year control period, has also been used to calculate the cost of future benefits building up for most Employers. The attained age method has been used for some Employers who do not admit new employees to the Fund.

### Shared risks

Funding gains or losses arising from the following risks are pooled across all Employers in the Fund:

Risk	Method
Cash sum on death in service	Shared in proportion to the payroll of active members

## Past service results

*A comparison of the Fund's past service liabilities with the assets is shown below. The past service liabilities have been calculated using the assumptions described in the previous section.*

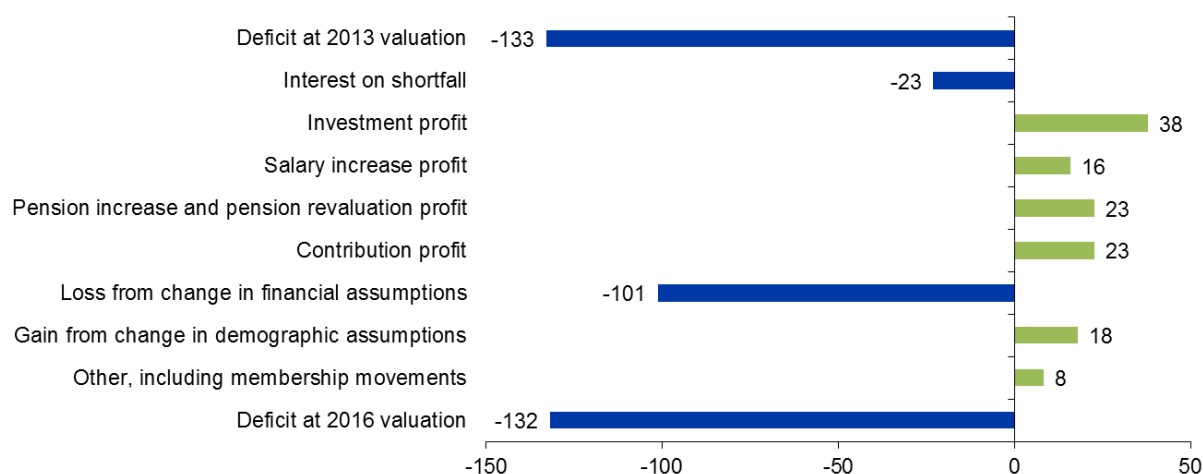
	£M
Value of past service benefits for	
Actives	373.9
Deferred members	212.1
Pensioners	462.2
Total past service liabilities	1,048.2
Value of assets	916.3
Past service surplus / (shortfall)	(131.9)
<b>Funding ratio</b>	<b>87%</b>

Employers will need to pay additional contributions to remove this shortfall. This is considered later.

## Reasons for change in past service position

*At the previous valuation the Fund had a shortfall of £133M. The funding position has therefore improved by £1M over the period.*

The chart below shows the key reasons for the change in funding position.



As the chart shows, the main factor which has led to a worsening of the funding position is:

- The change in the financial assumptions (principally the fall in the discount rate relative to inflation)

This has been more than offset by the following main factors which on their own have improved the funding position:

- Investment returns above the discount rate adopted at the 2013 valuation
- Contributions paid by employers towards paying off the deficit disclosed at the 2013 valuation
- Membership experience
- Changes to the demographic assumptions
- Pay increases and pension increases since the last valuation being lower than assumed.

## Addressing the shortfall

*Employers will need to pay additional contributions to remove the shortfall.*

We have agreed with the Administering Authority a recovery plan such that the shortfall will be removed by payment of additional contributions by the Employers over a range of different recovery periods not exceeding 19 years.

The assumptions used to calculate the recovery plan are the same as those used to calculate the past service liabilities.

Across the Fund as a whole, the contributions required to remove the shortfall using a recovery period of 19 years from 1 April 2017 would be £7.8M pa increasing at 3.5% pa. This is equivalent to approximately 22.8% pa of Pensionable Pay assuming the membership remains broadly stable and pay increases follow our assumptions.

In practice, different recovery periods apply to individual Employers or groups of Employers in the Fund. The actual contributions to be paid by each Employer or group are set out in the Rates and Adjustments Certificate and reflect each Employer's specific recovery period and funding position.

For some Employers, contribution increases will be phased in over a number of years (or 'steps') as permitted by the Funding Strategy Statement.

### Terminology

#### **Recovery plan**

A plan for making good any shortfall relative to the past service liabilities.

#### **Recovery period**

The period for which contributions are adjusted to remove the shortfall (or surplus).

#### **Shortfall contributions**

The additional contributions to remove the shortfall by the end of the recovery period.



## Cost to the Employers of future benefits

*The table below shows the aggregate calculated cost to Employers at the valuation date of benefits that members will earn in future (the aggregate primary contribution rate). Contributions at the aggregate primary rate would be appropriate if the Fund had no surplus or shortfall.*

These rates have been calculated using the same assumptions as used to calculate the past service liabilities.

	% of Pensionable Pay
Value of benefits building up	23.5
Death in service cash sum	0.3
Administration expenses	0.5
Less member contributions	(6.6)
<b>Net cost to the Employers (primary contribution rate)</b>	<b>17.7</b>

The aggregate Employer future service contribution rate (the weighted average, by payroll, of the individual employers' primary rates) is 17.7% of Pensionable Pay.

Employers will also pay additional contributions to remove the shortfall for past service liabilities, or, where individual employers are in surplus, they may pay lower contributions to reflect this surplus.

The cost of future benefits has increased (as a percentage of pay) since the previous valuation. The main reasons for this are as follows:

- The change in the financial assumptions (principally the fall in the discount rate relative to inflation), and

- A material reduction in the assumed take-up of the 50/50 option in light of actual experience

These have been partially offset by the change in the demographic assumptions which on its own has reduced the future service rate.

## Risks and uncertainties

*The Fund faces a number of key risks which could affect its funding position.*

These risks include:

- Funding risk – the risk that the value placed on the past service liabilities is set too low and contributions paid into the Fund prove insufficient to meet the payments as they fall due.
- Employer risk – the risk that an Employer is no longer able to meet its liabilities in the Fund. For example, due to the insolvency of an Employer.
- Investment risks – the risk that investment returns are lower than allowed for in the valuation, and also that the assets are volatile and move out of line with the liabilities, so the funding position is not stable.
- Longevity risk – the risk that Fund members live for longer than expected and that pensions would therefore need to be paid for longer resulting in a higher cost for the Fund.
- Inflation risk – the risk that inflation is higher than expected, resulting in higher pension increases (and payments to pensioners) than allowed for in the valuation.
- Options for members (or other parties) – the risk that members exercise options resulting in unanticipated extra costs. For example, members could exchange less of their pension for a cash lump sum than allowed for in the valuation.
- Legislative/Regulatory risk – the risk that changes to general and LGPS specific regulations, taxation, national changes to pension requirements, or employment law result in an increased cost of administration, investment or funding for benefits.

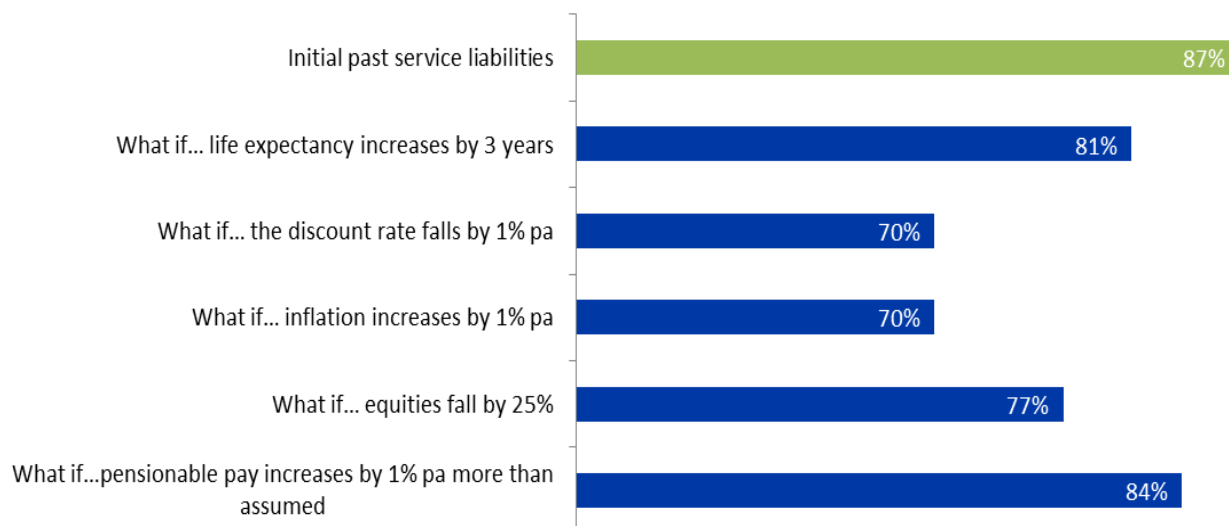
To quantify some of these risks, the chart on the following page shows the approximate impact of the following one-off step changes on the Fund's funding position (all other elements of the valuation basis being unchanged):

- Life expectancy at age 65 is three years longer than anticipated (with corresponding increases at other ages).
- A 1% pa fall in long term expected investment returns (the discount rate) with no change in asset values.  
  
In practice, if changes in financial market conditions resulted in a reduction in the expected investment return and the discount rate were reduced, it is possible that there would be some compensating change in asset values, particularly the Fund's bond holdings. This effect is not shown in the chart on the next page.
- A 1% p.a. increase in expected price inflation (measured by CPI), with no change in asset values.
- A 25% fall in the market value of equities (with no change in bond markets, and no change in the discount rate).
- A 1% p.a. increase in expected real Pensionable Pay increases.

Further information on the risks and actions taken by the Fund to mitigate them can be found in the Fund's Funding Strategy Statement.

## Risks and uncertainties

The chart below shows the approximate impact on the funding ratio of the Fund under a number of different scenarios.



The analysis demonstrates that on the approach used the Fund is susceptible to:

- Falls in expected investment returns (the discount rate) to the extent not matched by higher asset values
- Falls in the market value of equities to the extent not offset by higher expected future returns
- Rising inflation and pay increase expectations
- Members living longer than expected

The scenarios considered are not 'worst case' scenarios, and could occur in combination (rather than in isolation).

The future service contribution rate (primary contribution rate) is also highly sensitive to a number of the above factors: falls in expected investment returns, rising inflation expectations and increases in life expectancy.

All the risks considered have a negative impact on the funding ratio. Opposite movements could also apply for each scenario which would result in an increase in the funding ratio.

## Individual Employer contribution rates

*Employers, or groups of Employers, are set their own contribution rate which reflects their specific circumstances.*

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

- Regulation 62 – which requires the Fund Actuary to have regard to
  - The existing and prospective liabilities
  - The desirability of maintaining as nearly a constant a primary contribution rate as possible
  - The Administering Authority's Funding Strategy Statement, and
  - The requirement to secure the solvency of the Fund and the long-term cost efficiency of the Scheme, so far as relating to the Fund.
- The results of the valuation.
- Discussions between the Fund Actuary, the Administering Authority and Employers.

Contribution rates for Employers which contribute to the Fund are set out in the Rates and Adjustments Certificate in Appendix 7.

Rates of contribution payable by individual Employers, or groups of Employers, differ because they take into account Employers' particular membership profiles and funding ratios and, in some cases, the assumptions and recovery periods are specific to the Employer's circumstances. We have agreed with the Administering Authority that increases in contribution rates for some Employers can be phased in over periods not exceeding 3 years as set out in the Funding Strategy Statement.

In accordance with the Funding Strategy Statement, it has been agreed by the Administering Authority that certain Employers with 10 members or fewer should be set a common contribution rate, consistent with the London Borough of Enfield's long-term rate.

For certain Employers who are in surplus, it has been agreed with the Administering Authority that the Employer can use the surplus to support the payment of contributions to the Fund at a rate below the future service

contribution rate.

The contributions payable by individual Employers are set out in Appendix 7.

The aggregate Employer contributions certified for the 3 years from 1 April 2017 can be summarised as follows:

Year from 1 April	% of Pensionable Pay	Plus aggregate contribution amount (£000's)
2017	22.9	0.0
2018	23.4	0.0
2019	23.7	0.0

- The annual contribution amounts above are the aggregate of the additional contribution amounts certified for individual Employers in each year.
- Payments to meet additional costs arising from early retirements and other increases in benefits are payable in addition.
- These contributions will be subject to review at future actuarial valuations.
- Member contributions are payable in addition to the Employers' contribution rates set out above and in Appendix 7. The member contributions are set out in the Regulations. AVCs may be payable in addition.
- The summary of aggregate contributions above does not include the rates agreed for employers which commenced participation in the Fund after 31 March 2016 but before 1 April 2017. The required contribution rates for those employers have been set using consistent assumptions to those used in the valuation, and are shown in Appendix 7, but were calculated as a separate exercise.

## Individual Employer contribution rates cont.

### Terminology

#### **Rates and Adjustments Certificate**

Specifies the contributions payable by the Employers until March 2020.

- Contributions by active members and Employers should be paid to the Fund at such time and at such frequency as required by the Regulations and the Administering Authority's Pension Administration Strategy. Any monetary shortfall contributions have been calculated on the basis that they are payable in regular instalments over the relevant year.

## Final comments

### The key results from this valuation are:

The Fund's assets were £916.3M and the past service liabilities were £1,048.2M which correspond to

- a shortfall of £131.9M and
- a funding ratio of 87%.

The cost to the Employers of future benefits building up is 17.7% of Pensionable Pay.

If the shortfall is removed over 19 years from 1 April 2017, the aggregate total Employer contributions needed would be equivalent to 22.8%\* of Pensionable Pay until 31 March 2036, reverting to 17.7% of Pensionable Pay thereafter.

*\* if the membership remains broadly stable and pay increases in line with our assumptions.*

### Developments since the valuation date

- Market movements since 31 March 2016

Since 31 March 2016, equity markets have generally risen, although the impact of this has been partially offset by falls in the risk-based discount rate that would be used if the valuation were being carried out at a more recent date (and falls in bond yields for Employers on an Orphan Funding Target).

Overall, we believe that market movements since the valuation date are likely to have increased the future service (primary) contribution rate but are likely to have had a positive impact on the funding ratio in the period to 31 December 2016. Taking these two offsetting factors together, and bearing in mind the long-term nature of the Fund, our opinion is that certifying contributions based on market conditions as at the valuation date remains appropriate.

- Employers exiting since the valuation date

A revised Rates and Adjustments Certificate will have been prepared as necessary for any employers exiting the Fund since 31 March 2016.

### Monitoring the Fund

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

The Administering Authority will also consider monitoring the position of individual employers, particularly those subject to the ongoing orphan funding target and those which may exit the Fund before 1 April 2020. Where permitted by the Regulations and appropriate, contributions for those employers may be amended before the next valuation.

#### Next actuarial valuation

The next formal actuarial valuation is due to take place as at 31 March 2019.

If actual experience before the next actuarial valuation is in line with the assumptions in this report, we expect the Fund's funding ratio to increase to approximately 89%. This improvement would be mainly due to shortfall payments certified to be paid before the next actuarial valuation.

## Appendix 1: Legal framework

*It is a legal requirement to carry out a full valuation at least once every three years.*

This report was commissioned by and is produced solely for the use of the Administering Authority.

It is produced in compliance with:

- Regulation 62 of the Local Government Pension Scheme Regulations 2013.
- The terms of the agreement between the Administering Authority and Aon Hewitt Limited, on the understanding that it is solely for the benefit of the addressee.

Unless prior written consent has been given by Aon Hewitt Limited, this report should not be disclosed to or discussed with anyone else unless they have a statutory right to see it.

We permit the Administering Authority to release copies of this report to the following parties only:

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

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

**Notwithstanding such consent, Aon Hewitt Limited does not assume responsibility to anyone other than the addressee of this report.**

## Appendix 2: Membership data

*Membership data was provided by the Administering Authority.*

Active members		Number	Average age	Total pensionable pay (£000 pa)	Average pensionable pay (£ pa)	Average service (years)	Average post 2014 pension (£ pa)
Men	2016	1,672	44.2	41,997	25,118	6.9	919
	2013	1,612	45.8	43,353	26,894	10.0	n/a
Women	2016	5,592	46.3	94,000	16,810	4.8	623
	2013	5,133	46.6	90,791	17,688	6.7	n/a
Total	2016	7,264	45.8	135,997	18,722	5.3	691
	2013	6,745	46.4	134,144	19,888	7.5	n/a

*Note:*

*The average ages shown in these tables are unweighted*

*Pensionable pay is over the year to the valuation date, is actual not full-time equivalent and is based on the 2014 scheme definition (2013 data is the 2008 definition)*

*Average service at the 2016 valuation is to 31 March 2014*

Deferred members		Number	Average age	Total pension (£000 pa)	Average pension (£ pa)
Men	2016	1,796	45.8	4,494	2,502
	2013	1,358	46.9	3,712	2,734
Women	2016	4,860	45.7	7,664	1,577
	2013	3,360	45.9	5,589	1,663
Total	2016	6,656	45.7	12,158	1,827
	2013	4,718	46.4	9,302	1,972

*Note: The deferred pension amounts shown above include increases up to and including April 2016 (2013: April 2013)*

*In addition there were 645 (2013: 557) members who are yet to decide whether to take a refund of contributions.*



Pensioners		Number	Average age	Total pension (£000 pa)	Average pension (£ pa)
Men	2016	1,530	72.1	14,138	9,241
	2013	1,381	72.1	12,187	8,825
Women	2016	2,724	71.0	12,941	4,751
	2013	2,226	70.8	9,881	4,439
Dependants	2016	696	73.5	2,011	2,889
	2013	645	74.4	1,702	2,639
Total	2016	4,950	71.7	29,090	5,877
	2013	4,252	71.8	23,770	5,590

*Note: The pension amounts shown above include the increase awarded in April of the appropriate year.*

*Included in the dependant numbers are 40 (2013: 25) members in receipt of a children's' pension.*

## Appendix 3: Benefits

The benefits of the Local Government Pension Scheme are set out in Regulations, the principal Regulations currently being:

- the Local Government Pension Scheme Regulations 2013 (as subsequently amended)
- the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as subsequently amended)

A broad summary of the benefits payable to active members as at 31 March 2016 is given below. This reflects our understanding of the Regulations at the time of writing. This may however be subject to change and readers should refer to the Regulations for further details.

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
Type of scheme	Final salary	Career average revalued earnings (CARE)
Normal Retirement / Pension Age	65	Linked to State Pension Age (or age 65 if higher)
Member contributions	No longer applicable	Between 5.5% of pay and 12.5% of actual Pensionable Pay dependent on contribution band the member is in
50:50 option	Not applicable	Members can opt to pay 50% contributions for 50% of member's pension benefit (dependants' benefits not affected)
Pensionable Pay	Generally total pay (excluding non-contractual overtime)	Generally total pay (including non-contractual overtime)

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
<b>Final Pay</b>	Generally Pensionable Pay over the 12 months prior to retirement or earlier exit or, if higher, in one of the preceding two years.	Not applicable
<b>Pensionable service</b>	Membership of Fund (years and days), plus periods of credited service	Not applicable
<b>Normal retirement pension</b>	<p>1/60 of Final Pay for each year of Pensionable Service on or after 1 April 2008.</p> <p>For each year of Pensionable Service before 1 April 2008:</p> <ul style="list-style-type: none"> <li>a pension of 1/80 of Final Pay, plus</li> <li>a cash sum of 3/80 of Final Pay</li> </ul>	<p>1/49 of revalued Pensionable Pay received during membership from 1 April 2014.</p> <p>The resulting accumulated pension is called the 'pension account'.</p>
<b>Retirement cash sum</b>	<p>Pension can be surrendered for additional cash sum to a maximum cash sum of one quarter of the total capital value of benefits.</p> <p>Conversion rate is £12 for each £1 pa of pension given up</p>	
<b>Early retirement pension</b>	<p>Reduced pension payable on retirement after age 60, or after age 55 with Employer consent.</p> <p>Pension calculated as for normal retirement but based on Pensionable Service to early retirement date, and reduced for early payment.</p> <p>Certain categories of member eligible for protection can</p>	<p>Reduced pension payable on retirement after age 55.</p> <p>Pension calculated as for normal retirement but based on revalued Pensionable Pay up to early retirement date (in relation to final salary benefits), and reduced for early payment.</p> <p>Certain categories of member eligible for protection can</p>

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
	retire on unreduced pension if their age plus Pensionable Service is greater than or equal to 85 years, with Employer consent required if under age 60.	retire on unreduced pension if their age plus Pensionable Service is greater than or equal to 85 years.
<b>Incapacity and ill-health pensions</b>	<p>In each case members must</p> <ul style="list-style-type: none"> <li>be permanently incapable of efficiently discharging the duties of the employment they were engaged in to qualify and</li> <li>be incapable of immediately undertaking any gainful employment</li> </ul> <p><b>Tier 1</b></p> <ul style="list-style-type: none"> <li>Payable to members with more than 2 years of Pensionable Service.</li> <li>Immediate payment of accrued pension, plus an enhancement equal to the amount of earned pension the member would have accrued between the date of leaving and Normal Pension Age, based on the current Pensionable Pay.</li> </ul> <p>To qualify for this benefit the member must be unlikely to be capable of undertaking any gainful employment before Normal Pension Age.</p>	
<b>Incapacity and ill-health pensions (continued)</b>	<p><b>Tier 2</b></p> <ul style="list-style-type: none"> <li>Payable to members with more than 2 years of Pensionable Service.</li> <li>Immediate payment of accrued pension, plus an enhancement equal to 25% of the Tier 1 enhancement.</li> </ul> <p>To qualify for this benefit the member must be expected to be capable of undertaking gainful employment at some point after 3 years, but before Normal Pension Age.</p>	

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
<b>Incapacity and ill-health pensions</b> (continued)	<p><b>Tier 3</b></p> <p>Subject to members having qualifying service of 2 years or more:</p> <ul style="list-style-type: none"> <li>Payable to members with more than 3 months' Pensionable Service based on Final Pay at exit and Pensionable Service completed to date of exit.</li> <li>To qualify for this benefit the member must be expected to be capable of undertaking gainful employment at some point within 3 years of date of exit.</li> <li>Payable for 3 years or until gainful employment obtained, if earlier.</li> </ul>	
<b>Leaving Pensionable Service</b>	<p>Pension payable on retirement at Normal Retirement Age based on Final Pay at exit and Pensionable Service to date of exit.</p> <p>Certain categories of member can retire early on unreduced pension if aged 60 or over and their age plus service is greater than or equal to 85 years. Service in this case includes the period between date of exit and date pension commences.</p>	Pension payable on retirement at Normal Pension Age calculated as for normal retirement based on revalued Pensionable Pay during period of membership.
<b>CARE revaluation in service</b>	Not applicable	In line with increases in the Consumer Prices Index (CPI)
<b>Deferred pension revaluation after leaving</b>	<ul style="list-style-type: none"> <li>Guaranteed Minimum Pensions (GMPs) increase in deferment in line with State revaluation factors.</li> <li>Deferred pensions in excess of GMPs increase in line with CPI</li> </ul>	In line with CPI (subject to a minimum of zero)

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
<b>Pension increases in payment</b>	<ul style="list-style-type: none"> <li>GMPs accrued after 6 April 1988 increase at the lower of 3% pa and CPI, with the exception of members who reach State Pension Age between 6 April 2016 and 5 December 2018.</li> <li>Pensions in payment in excess of GMPs, and GMPs accrued after 6 April 1988 for members who reach State Pension Age between 6 April 2016 and 5 December 2018, increase in line with CPI.</li> </ul>	In line with CPI (subject to a minimum of zero)
<b>Death benefits</b>	A cash sum of 3 x Assumed Pensionable Pay at exit.	
<b>Death benefits (continued)</b>	A partner's pension of 1/160 of Final Pay for each year of Pensionable Service before 1 April 2014.	A partner's pension of 1/160 of revalued Pensionable Pay received during membership from 1 April 2014 plus an enhancement to pension of 1/160 of Assumed Pensionable Pay at death for each year between death and Normal Pension Age.
<b>Death benefits (continued)</b>	Partners are spouses, civil partners and co-habitees. Children's pensions may be payable.	
<b>State pension scheme</b>	The Scheme was contracted out of the State Second Pension Scheme until contracting-out was abolished in April 2016.	
<b>Protections / underpins</b>	Pre 2014 benefits protected (including link to eventual Final Pay).	

	Benefits accrued before 1 April 2014	Benefits accrued after 31 March 2014
	<p>Underpin of benefits on 2008 Scheme structure for members aged over 55 in April 2012.</p> <p>Rule of 85 retained for members aged over 60 on 31 March 2016. Partial protection of Rule of 85 for members aged over 60 on 31 March 2020.</p>	
Vesting period	<p>A refund of member contributions is paid for members leaving membership with qualifying service of less than 2 years.</p>	

## Appendix 4: Consolidated revenue account

*We show a summary of the revenue and outgo of the Fund since the previous valuation below, taken from the Fund's Report and Accounts.*

	Total £000
<b>Fund as at 31 March 2013</b>	<b>731,183</b>
<b>Income</b>	
Contributions	
Employer normal	67,593
Employer additional	22,294
Employer special	3,600
Employee	28,906
Transfers-in	3,633
Investment income	27,765
Underwriting commission	0
<b>Total income</b>	<b>153,791</b>
<b>Outgo</b>	
Pensions paid	78,808
Retirement cash sums	22,007
Transfers-out	3,828
Death benefits paid out	0
Refunds of contributions on leaving	177
Expenses	
Investment	16,689
Administration	2,883
State scheme premiums	0
Other	0
<b>Total outgo</b>	<b>124,392</b>
<b>Change in market value</b>	<b>155,729</b>
<b>Fund as at 31 March 2016</b>	<b>916,311</b>



## Appendix 5: Assumptions used to value the liabilities

*The assumptions used for calculating the past service liabilities and the cost of future benefit accrual are summarised below.*

### Financial assumptions

<b>In-service discount rate</b>	
<i>Scheduled body / subsumption funding target</i>	<b>4.5% pa</b>
<i>Orphan body funding target</i>	<b>4.1% pa</b>
<b>Left-service discount rate</b>	
<i>Scheduled body / subsumption funding target</i>	<b>4.5% pa</b>
<i>Orphan body funding target</i>	<b>2.5% pa</b>
<b>Rate of Pensionable Pay increases</b> (service up to 31 March 2014 only) (in addition to promotional increases)	<b>3.5% pa</b>
<b>Rate of CPI price inflation</b>	<b>2.0% pa</b>
<b>Rate of revaluation of pension accounts</b>	<b>2.0% pa</b>
<b>Rate of pension increases</b>	
on non GMPs	<b>2.0% pa</b>
on post 88 GMPs	<b>1.8% pa</b>
<b>Rate of deferred pension increases</b>	
non GMP	<b>2.0% pa</b>
GMP	<b>3.5% pa</b>
<b>Administration expenses</b>	<b>0.5% of Pensionable Pay</b>

## Demographic assumptions

<b>Pre-retirement base mortality</b>	Males: 90% of Standard SAPS S2P Light tables Females: 40% of Standard SAPS S2P Light tables	
<b>Post-retirement base mortality</b>	Males: 95% of Standard SAPS S2P Light tables Females: 80% of Standard SAPS S2P Light tables	
<b>III-health retirement base mortality</b>	Males: 80% of Standard SAPS S2 III Health tables Females: 100% of Standard SAPS S2 III Health tables	
<b>Improvements to mortality</b>	An allowance for improvements between 2007 and 2016 and an allowance for future improvements has been made in line with the CMI 2014 core projections assuming a long-term annual rate of improvement in mortality rates of 1.5% p.a. for men and women.	
<b>Promotional salary increases</b>	Allowance has been made for age-related promotional increases (see sample rates below).	
<b>Withdrawals</b>	Allowance has been made for withdrawals from service (see sample rates below). On withdrawal, members are assumed to leave a deferred pension in the Fund.	
<b>Retirement age</b>	Members were assumed to retire at the following ages:	
	<b>Member group</b>	<b>Assumed age at retirement</b>
	Active members with protected Rule of 85 age (joined LGPS before 1 October 2006 and attained age 60 before 1 April 2020)	Rule of 85 age (or age 60 if higher).  Any part of their pension payable from a later age will be reduced.
	Active members who joined before 1 April 2014 and not included in the above group	Age 65.  Post 2014 pensions will be reduced if the member's State Pension Age is projected to be over age 65 at that point.
	Deferred members who left the Fund before 1 April 2014 with protected Rule of 85 age	Rule of 85 age (or age 60 if higher).  Any part of their pension payable from a later age will be reduced.
	Deferred members who left the Fund before 1 April 2014 with no protected Rule of 85 age	Age 65.
	All other active and deferred members	State Pension Age (or age 65 if higher)
<b>Retirement cash sum</b>	Each member is assumed to surrender pension on retirement, such that the total cash received is 70% of the permitted maximum.	

<b>Family details</b>	<p>Each man was assumed to be three years older than his wife/partner.</p> <p>80% of non-pensioners were assumed to be married or have a spouse, civil partner or co-habitee ('partner') at retirement or earlier death.</p> <p>80% of pensioners were assumed to be married or have a partner at age 65.</p> <p>Partners were assumed to exhibit the same mortality as pensioners of the same sex who retired in normal health.</p> <p>No allowance for children's pensions.</p>						
<b>Retirement due to ill-health</b>	<p>Allowance has been made for retirements due to ill-health (see below). Proportions assumed to fall into the different benefit tiers are:</p> <table> <tr> <td>Tier 1</td><td>85%</td></tr> <tr> <td>Tier 2</td><td>10%</td></tr> <tr> <td>Tier 3</td><td>5%</td></tr> </table>	Tier 1	85%	Tier 2	10%	Tier 3	5%
Tier 1	85%						
Tier 2	10%						
Tier 3	5%						
<b>Take up of 50:50 scheme</b>	All members are assumed to remain in the scheme they are in at the date of the valuation.						

## Sample rates

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

Current age	Percentage promotional pay increase over year	Percentage leaving the Fund each year as a result of withdrawal from service	Percentage leaving the Fund each year as a result of ill-health retirement
20	5.97	13.2	0.00
25	4.60	8.7	0.00
30	2.44	6.2	0.01
35	1.45	4.9	0.02
40	1.35	3.9	0.03
45	1.27	3.2	0.06
50	0.00	2.5	0.16
55	0.00	2.2	0.32
60	0.00	1.3	0.63
65	0.00	0.0	0.93

## Appendix 6: Membership experience

*We have compared the actual numbers of deaths, ill-health retirements and other exits since the previous valuation with the numbers expected on the assumptions used for the 2016 valuation:*

Type of exit	Men	Women
<b>Death after retirement in normal health</b>		
Actual	115	107
Expected	97	101
<b>Death after retirement in ill health</b>		
Actual	25	26
Expected	21	24
<b>Death in service</b>		
Actual	9	15
Expected	9	15
<b>Withdrawals (excluding refunds)</b>		
Actual	196	473
Expected	218	650
<b>Ill-health retirements</b>		
Actual	4	19
Expected	10	34

## Appendix 7: Rates and Adjustments Certificate

*Actuarial certificate given for the purposes of Regulation 62 of the Local Government Pension Scheme Regulations 2013.*

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013 ('the 2013 Regulations'), we certify that contributions should be paid by Employers at the following rates for the period 1 April 2017 to 31 March 2020.

- Primary contribution rates for individual Employers as shown below. The primary rate for the whole Fund, after applying a weighted average of the Employers' individual rates, is 17.7% of Pensionable Pay.
- Individual adjustments (i.e. secondary contribution rates) which, when added to or subtracted from the primary rate, produce the following minimum Employer contribution rates.

Employer	Primary Contribution rate % Pensionable Pay	Secondary contributions (% Pensionable Pay and £s) Year commencing 1 April			Total contributions (% Pensionable Pay and £s) Year commencing 1 April		
		2017	2018	2019	2017	2018	2019
Schedule 2 Part 1 bodies / Schedule 2 Part 2 bodies (Scheduled bodies)							
London Borough of Enfield	17.9%	6.0%	6.5%	6.9%	23.9%	24.4%	24.8%
Enfield Grammar Academy	21.5%	-	-	-	21.5%	21.5%	21.5%
Capel Manor College	15.8%	-	-	-	15.8%	15.8%	15.8%
Oasis Academy Enfield	14.2%	-	-	-	14.2%	14.2%	14.2%
Oasis Academy Hadley	14.8%	-	-	-	14.8%	14.8%	14.8%
Cuckoo Hall Academies Trust	16.5%	-0.2%	-0.2%	-0.2%	16.3%	16.3%	16.3%
Aylward Academy	17.9%	-	-	-	17.9%	17.9%	17.9%

Employer	Primary Contribution rate % Pensionable Pay	Secondary contributions (% Pensionable Pay and £s) Year commencing 1 April			Total contributions (% Pensionable Pay and £s) Year commencing 1 April		
		2017	2018	2019	2017	2018	2019
Nightingale Academy	19.4%	-1.2%	-1.2%	-1.2%	18.2%	18.2%	18.2%
Kingsmead School	17.9%	-	-	-	17.9%	17.9%	17.9%
Ark John Keats Academy	11.7%	-1.8%	-1.8%	-1.8%	9.9%	9.9%	9.9%
Meridian Angel Primary School	19.0%	-0.2%	-0.2%	-0.2%	18.8%	18.8%	18.8%
Southgate School Academy Trust	17.7%	2.9%	2.9%	2.9%	20.6%	20.6%	20.6%
Edmonton County School	16.7%	1.9%	1.9%	1.9%	18.6%	18.6%	18.6%
Enfield Learning Trust	17.0%	1.9%	1.9%	1.9%	18.9%	18.9%	18.9%
Independence and Wellbeing	19.2%	-	-	-	19.2%	19.2%	19.2%
<b>Schedule 2 Part 3 bodies (Admission Bodies)</b>							
Enfield Voluntary Action	17.9%	6.0%	6.5%	6.9%	23.9%	24.4%	24.8%
Norse Commercial Services	24.6%	0.4%	0.4%	0.4%	25.0%	25.0%	25.0%
Fusion Lifestyle	23.2%	1.8%	1.8%	1.8%	25.0%	25.0%	25.0%
Kier	22.6%	2.2%	2.2%	2.2%	24.8%	24.8%	24.8%
Sodexo	22.9%	1.9%	1.9%	1.9%	24.8%	24.8%	24.8%
Outward Housing	25.0%	-25.0%	-25.0%	-25.0%	0.0%	0.0%	0.0%
Olive Dining - Aylward	25.0%	-0.2%	-0.2%	-0.2%	24.8%	24.8%	24.8%

Employer	Primary Contribution rate % Pensionable Pay	Secondary contributions (% Pensionable Pay and £s) Year commencing 1 April			Total contributions (% Pensionable Pay and £s) Year commencing 1 April		
		2017	2018	2019	2017	2018	2019
Olive Dining - Winchmore	23.5%	1.3%	1.3%	1.3%	24.8%	24.8%	24.8%
Olive Dining - Nightingale	28.0%	-3.2%	-3.2%	-3.2%	24.8%	24.8%	24.8%
Sanctuary Housing	34.7%	-9.9%	-9.9%	-9.9%	24.8%	24.8%	24.8%
Elior UK	24.6%	0.2%	0.2%	0.2%	24.8%	24.8%	24.8%
Reed Momenta	22.2%	2.6%	2.6%	2.6%	24.8%	24.8%	24.8%
<b>TOTAL</b>	<b>17.7%</b>	<b>5.2% + £0</b>	<b>5.7% + £0</b>	<b>6.0% + £0</b>	<b>22.9% + £0</b>	<b>23.4% + £0</b>	<b>23.7% + £0</b>

The contributions shown above represent the minimum contributions to be paid by each Employer. Employers may choose to pay additional contributions from time to time subject to the Administering Authority's agreement.

The following employers included in the above table commenced participation in the Fund after 31 March 2016, and the required contribution rates have been set using consistent assumptions to those used in the valuation, but as a separate exercise:

- Southgate School Academy Trust
- Edmonton County School
- Enfield Learning Trust
- Elior UK
- Reed Momenta

The rates shown above for these employers do not form part of the total rates at the bottom of the table (which only relate to the required contributions arising from active employers as at 31 March 2016).

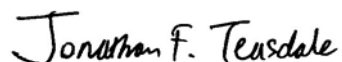
Where payments due from an Employer are expressed as monetary amounts, the amounts payable by that Employer may be adjusted to take account of any amounts payable, in respect of a surplus or shortfall to which those monetary payments relate, by new employers created after the valuation date which have been credited with proportions of the assets and liabilities of the relevant Employer.

Additional contributions may be required in respect of any additional liabilities that arise under the provisions of Regulations 30, 31, 35 and 38 of the 2013 Regulations and Employers will be notified of such contributions separately by the Administering Authority.

Additional contributions may be payable by any Employers which have ceased to participate in the Fund since 31 March 2016 and these will be certified separately.

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

Signed on behalf of Aon Hewitt Limited



Jonathan Teasdale FIA  
Fellow of the Institute and Faculty of Actuaries

27 March 2017

Aon Hewitt Limited  
25 Marsh Street  
Bristol BS1 4AQ



Laura Hamilton FIA  
Fellow of the Institute and Faculty of Actuaries



## Notes to Actuary's certificate

The contribution rates certified have been assessed using the actuarial methods and assumptions detailed in our actuarial valuation report dated 27 March 2017. In particular the following assumptions have been made regarding retirement liabilities from active membership status:

### Normal, late and voluntary retirement under Regulations 30(1), 30(3) and 30(5) of the 2013 Regulations

The assumptions regarding retirement at each age are as summarised in Appendix 5 of our valuation report.

Such retirements are generally 'cost neutral'. Additional funding would not normally be required if actual retirements exceed the number anticipated, unless retirements occur before Normal Pension Age and no reduction for early payment applies. The Administering Authority requires separate funding of any additional liabilities arising from such retirements and, as such, the financial impact of these retirements is broadly neutral.

### Ill-health under Regulation 35 of the 2013 Regulations

The assumptions regarding ill health retirement at each age are as summarised in Appendix 5 of our valuation report.

Such retirements increase costs due to the early payment of enhanced benefits. If actual retirements exceed the number anticipated, and no action is taken before the next valuation, this would be identified as a source of loss at the next valuation.

### Severance and redundancy under Regulation 30(7) of the 2013 Regulations

No allowance is made in the valuation for retirements in these circumstances.

Such retirements increase costs due to the early payment of benefits. Any enhancement of benefits through the Fund would increase costs further. If actual retirements exceed the number anticipated, and no action is taken before the next valuation, this would be identified as a source of loss at the next valuation. The Administering Authority requires separate funding of liabilities arising from such retirements and, as such, the financial impact of these retirements is broadly neutral.

### Flexible retirement under Regulation 30(6) of the 2013 Regulations

No allowance is made in the valuation for retirements in these circumstances.

Such retirements are generally 'cost neutral'. Additional funding would not normally be required if actual retirements exceed the number anticipated, unless retirements occur before Normal Pension Age and no reduction for early payment applies. The Administering Authority requires separate funding of any additional liabilities arising from such retirements and, as such, the financial impact of these retirements is broadly neutral.

In this certificate, references to the 2013 Regulations mean the Local Government Pension Scheme Regulations 2013

## Appendix 8: Glossary

### Active member

A person who is employed by an employer participating in the Fund, and is paying (or is treated as paying) contributions to the Fund (includes certain members temporarily absent, eg due to family leave or sickness).

### Admission Body

An employer admitted to the Fund under an admission agreement.

### Attained age method

This is one of the methods used by actuaries to calculate a contribution rate to the Fund. This method calculates the present value of the benefits expected to accrue to members over their expected remaining membership of the Fund expressed as a percentage of their expected future pensionable pay. It allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service. The method is based on the current membership and takes no account of the possibility of further members joining the Fund. If there are no new members, this method would be expected to result in a stable contribution rate, once surpluses or shortfalls are taken into account, and if all the other assumptions are borne out. However, if more members join the Fund to replace older leavers, the contribution rate can be expected to fall.

### Consumer Prices Index (CPI)

This is the price inflation index that increases to pensions and deferred pensions paid by the Fund are currently based on. It is published every month by the Office of National Statistics.

### Deferred members

A former employee who has left active membership, but has not yet received any benefits from the Fund and is prospectively entitled to receive a deferred pension from his/her normal pension age.

### Discount rate

This is used to place a present value on a future payment.

### Fund Actuary

The actuary to the Fund, who provides actuarial advice to the Administering Authority including carrying out the actuarial valuation contained in this report.

### Funding objective

To hold sufficient and appropriate assets to cover the Funding Target.

### Funding ratio

This is the ratio of the value of assets to the Funding Target.

### Funding Strategy Statement

A document prepared by the Administering Authority in accordance with the Regulations which sets out the funding strategy adopted for the Fund. The Actuary must have regard to this statement in preparing this actuarial valuation.

## Funding target

An assessment of the present value of the benefits that will be paid from the Fund in the future, normally based on pensionable service prior to the valuation date. Under the current Funding Strategy Statement the funding target is equal to the past service liabilities calculated using a prudent set of assumptions.

## Future service contribution rate

The contribution rate (expressed as a percentage of Pensionable Pay) required to meet the cost of benefits which will accrue to members in future. This is also known as the primary contribution rate.

## Guaranteed Minimum Pensions (GMPs)

Most Funds that were contracted out of the State Earnings Related Pension Scheme (SERPS) before April 1997 have to provide a pension for service before that date at least equal to the Guaranteed Minimum Pension (GMP). This is approximately equal to the SERPS pension that the member would have earned had the Fund not been contracted out. GMPs ceased to accrue on 6 April 1997 when the legislation changed.

## Long-term cost efficiency

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance 'Preparing and Maintaining a Funding Strategy Statement', dated September 2016:

The notes to the Public Service Pensions Act 2013 state:

*Long-term cost-efficiency implies that the rate must not be set at a level that gives rise to additional costs. For example, deferring costs to the future would be likely to result in those costs being greater overall than if they were provided for at the time.*

The rate of employer contributions shall be deemed to have been set at an appropriate level to ensure long-term cost efficiency if the rate of employer contributions is sufficient to make provision for the cost of current benefit accrual, with an appropriate adjustment to that rate for any surplus or deficit in the fund.

In assessing whether the above condition is met, GAD may have regard to the following considerations:

- the implied average deficit recovery period
- the investment return required to achieve full funding over different periods, e.g. the recovery period
- if there is no deficit, the extent to which contributions payable are likely to lead to a deficit arising in the future
- the extent to which the required investment return above is less than the administering authority's view of the expected future return being targeted by a fund's investment strategy, taking into account changes in maturity/strategy as appropriate

## Orphan employer

This is an employer whose participation in the Fund may cease at some future point in time, after which it is expected that the Administering Authority will have no access to future contributions from that employer for the employer's liabilities in the Fund once any liability on exit has been paid. On exit the employer's liabilities will become 'orphan liabilities' in the Fund.

## Orphan body funding target

For active employers whose liabilities are expected to be orphaned on exit, the Administering Authority will have regard to the potential for participation to cease (or for the body to have no contributing members), the potential timing of such exit, and any likely change in notional or actual investment strategy as regards the assets held in respect of the body's liabilities at the date of exit). The funding target adopted for such an employer is known as the orphan body funding target.

Typically the orphan body funding target will have a discount rate which is based on the yield on long-dated fixed interest gilts at a duration appropriate for the Fund's liabilities plus an asset out-performance assumption (typically this addition will be different when applied to liabilities in relation to members still in service and to those who have left service). The addition for the left service discount rate is intended to reflect the Actuary's view of the possible future increase in gilt yields over a five year period, and is greater than market expectations of future increases at the valuation date.

## Past service liabilities

This is the present value of the benefits to which members are entitled based on benefits accrued to the valuation date, assessed using the assumptions agreed between a Fund's Administering Authority and the Actuary. It generally allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service.

## Present value

Actuarial valuations involve projections of pay, pensions and other benefits into the future. To express the value of the projected benefits in terms of a cash amount at the valuation date, the projected amounts are discounted back to the valuation date by a discount rate. This value is known as the present value. For example, if the discount rate was 4% a year and if we had to pay a cash sum of £1,040 in one year's time the present value would be £1,000.

## Primary Rate of the Employers' Contribution

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance Preparing and Maintaining a Funding Strategy Statement, dated September 2016:

"The primary rate for each employer is that employer's future service contribution rate, which is the contribution rate required to meet the cost of the future accrual of benefits, expressed as a percentage of pensionable pay, ignoring any past service surplus or deficit but allowing for any employer-specific circumstances, such as the membership profile of that employer, the funding strategy adopted for that employer (including any risk-sharing arrangements operated by the administering authority), the actuarial method chosen and/or the employer's covenant.

The primary rate for the whole fund is the weighted average (by payroll) of the individual employers' primary rates."

## Projected unit method

One of the common methods used by actuaries to calculate a contribution rate to a Fund.

This method calculates the present value of the benefits expected to accrue to members over a control period (often one year) following the valuation date. The present value is usually expressed as a percentage of the members' pensionable pay. It allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service. Provided that the distribution of members remains stable with new members joining to take the place of older leavers, the contribution rate calculated can be expected to remain stable, if all the other assumptions are borne out. If there are no new members however, the average age will increase and the contribution rate can be expected to rise.

## Prudent

Prudent assumptions are such that the actual outcome is considered to be more likely to overstate than understate the amount of money actually required to meet the cost of the benefits.

## Rates and Adjustments Certificate

A certificate required at each actuarial valuation by the Regulations, setting out the contributions payable by employers for the 3 years from the 1 April following the valuation date.

## Recovery period

The period over which any surplus or shortfall is to be eliminated.

## Recovery plan

Where a valuation shows a funding shortfall against the past service liabilities, a recovery plan sets out how the Administering Authority intends to meet the funding objective.

## Regulations

The statutory regulations setting out the contributions payable to, and the benefits payable from, the Local Government Pension Scheme and how the Funds are to be administered. They currently include the following sets of regulations:

- |  |   |
|--|---|
| ▪ 1997 Regulations                       | Local Government Pension Scheme Regulations 1997  |
| ▪ Administration Regulations Regulations | Local Government Pension Scheme (Administration) 2008                                     |
| ▪ Benefits Regulations and               | Local Government Pension Scheme (Benefits, Membership, Contributions) Regulations 2007    |
| ▪ Transitional Regulations 1997          | Local Government Pension Scheme (Transitional provisions) 1997                            |
| ▪ 2013 Regulations                       | Local Government Pension Scheme Regulations 2013  |
| ▪ 2014 Transitional Regulations Savings  | Local Government Pension Scheme (Transitional Provisions, and Amendment) Regulations 2014 |

## Scheduled body

Bodies which participate in the Fund under Schedule 2 Part 1 of the 2013 Regulations.

## Scheduled body / subsumption funding target

For secure Scheduled Bodies whose participation in the Fund is considered by the Administering Authority to be indefinite and Admission Bodies with a subsumption commitment from such Scheduled Bodies, the funding target adopted by the Administering Authority assumes indefinite investment in a broad range of assets of higher risk than risk free assets. This is known as the scheduled and subsumption body funding target.

## Secondary rate of the employers' contribution

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance 'Preparing and Maintaining a Funding Strategy Statement', dated September 2016:

"The secondary rate is an adjustment to the primary rate to arrive at the rate each employer is required to pay. It may be expressed as a percentage adjustment to the primary rate, and/or a cash adjustment in each of the three years beginning with 1 April in the year following that in which the

valuation date falls. The secondary rate is specified in the rates and adjustments certificate. For any employer, the rate they are actually required to pay is the sum of the primary and secondary rates.

The actuary is required to also disclose the secondary rates for the whole scheme in each of the three years beginning with 1 April in the year following that in which the valuation date falls. These should be calculated as a weighted average based on the whole scheme payroll in respect of percentage rates and as a total amount in respect of cash adjustments. The purpose of this is to facilitate a single net rate of contributions expected to be received over each of the three years that can be readily compared with other rates and reconciled with actual receipts.”

## Shortfall

Where the assets are less than the Funding Target, the shortfall is the Funding Target less the value of assets.

## Shortfall contributions

Additional contributions payable by employers to remove the shortfall by the end of the recovery period.

## Solvency

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance Preparing and Maintaining a Funding Strategy Statement, dated September 2016:

The notes to the Public Service Pensions Act 2013 state that solvency means that the rate of employer contributions should be set at “such level as to ensure that the scheme’s liabilities can be met as they arise”. It is not regarded that this means that the pension fund should be 100% funded at all times. Rather, and for the purposes of Section 13 of the Public Service Pensions Act 2013, the rate of employer contributions shall be deemed to have been set at an appropriate level to ensure solvency if:

- the rate of employer contributions is set to target a funding level for the whole fund (assets divided by liabilities) of 100% over an appropriate time period and using appropriate actuarial assumptions; and either
- 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
- there is an appropriate plan in place should there be, or if there is expected in future to be, no or a limited number of fund employers, or a material reduction in the capacity of fund employers to increase contributions as might be needed.

If the conditions above are met, then it is expected that the fund will be able to pay scheme benefits as they fall due.

## State Pension Age (SPA)

Age at which State pensions are payable. Current legislation specifies the following ages:

- Currently age 65 for men; transitioning to age 65 for women by 2018.
- Current legislation transitions State Pension Age for both men and women to age 68 by 2046, as follows:
  - to age 66 by 2020
  - to age 67 by 2028

- to age 68 by 2046

## Strains

These represent the cost of additional benefits granted to members under a discretion of the employer or the Administering Authority. They include the cost of providing enhanced benefits on retirement or redundancy.

## Subsumption and subsumption body

An employer who is not a secure long term Scheduled Body and where the Administering Authority has obtained an undertaking from a related employer that, if and when the employer exits the Fund, they will be a source of future funding should any funding shortfalls emerge on the original employer's liabilities after exit.

In this document the process of taking on the responsibility for future funding at the point of exit is known as 'subsumption' of an employer's liabilities. The employer whose liabilities will be (or are being) subsumed is referred to as a subsumption body.

## Surplus

Where the assets are more than the Funding Target, the surplus is the value of assets less the Funding Target.

## Transfer value

Members generally have a legal right to transfer their benefits to another pension arrangement before they retire. In taking a transfer, members give up their benefits in a fund, and a sum of money (called the transfer value) is paid into another approved pension fund. This is used to provide pension benefits on the terms offered in that fund.

## About Aon

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