

Essex Pension Fund

Actuarial valuation as at 31 March 2016

Valuation report



Introduction

In accordance with Regulation 62 of the Local Government Pension Scheme (LGPS) Regulations 2013 (as amended), we have been asked by Essex County Council to prepare an actuarial valuation of the Essex Pension Fund (the Fund) as at 31 March 2016 as part of their role as the Administering Authority to the Fund.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. Contributions are set to cover any shortfall between the assumed cost of providing benefits built up by members at the valuation date and the assets held by the Fund and to also cover the cost of benefits that active members will build up in the future.

This report is provided further to earlier advice dated 26 September 2016 which set out the background to the valuation and explains the proposed underlying methods and assumptions derivation.

This report summarises the results of the valuation and is addressed to the Administering Authority of the Fund. It is not intended to assist any user other than the Administering Authority in making decisions or for any other purpose and neither we nor Barnett Waddingham LLP accept liability to third parties in relation to this advice.

This advice is subject to and complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council (namely, the Pensions TAS and generic TASs relating to reporting, data and modelling).

We would be pleased to discuss any aspect of this report in more detail.

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1 Summary of results

A summary of the results of the valuation is as follows:

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 89% of the accrued liabilities as at 31 March 2016.

This has increased since 2013.

Changes since 2013

The Public Sector Pensions Act 2013 and updated guidance from CIPFA have introduced and reinforced requirements to focus on securing **solvency** of the pension fund and **long-term cost efficiency**

Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe are appropriate for the 31 March 2016 valuation.

Employer contributions

Individual employer contributions are set out in Appendix 3 in the Rates and Adjustment certificate to cover the period from 1 April 2017 to 31 March 2020.

The next actuarial valuation should be carried out with an effective date of 31 March 2019 and the contributions payable by the participating employers will be reviewed as part of that valuation.

2 Background to valuation approach

The purpose of the 2016 actuarial valuation is to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. This is required under regulation 62 of the LGPS Regulations. The Regulations for actuarial valuations have changed since the 2013 valuation and so has the context surrounding the valuation. Regulation 62 specifies four requirements that the actuary “must have regard to” and are detailed below:

- “the desirability of maintaining as nearly constant a primary rate as possible”;
- “the current version of the administering authority’s funding strategy statement”;
- “the requirement to secure the solvency of the pension fund”; and
- “the long-term cost efficiency of the Scheme (i.e. the LGPS for England and Wales as a whole), so far as relating to the pension fund”.

We have considered these changes when providing our advice and choosing the method and assumptions used and a number of reports and discussions have taken place with the Administering Authority before agreeing the final assumptions to calculate the results and set contribution rates. In particular:

- The initial results report dated 14 September 2016 which provides information and results on a whole fund basis as well as more detailed background to the method and derivation of the assumptions.
- The follow up report dated 26 September 2016 confirming the agreed actuarial assumptions following the meeting of 15 September 2016.
- The Funding Strategy Statement which will confirm the approach in setting employer contributions.

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

The final assumptions have been agreed with the Administering Authority. We suggest that the Fund’s Funding Strategy Statement is reviewed to ensure that it is consistent with this approach as well as complying with the updated version of CIPFA’s Funding Strategy Statement guidance.

Membership data

A summary of the membership data used for the valuation is set out in Appendix 1.

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund accounts. Any missing or inconsistent data has been estimated where necessary. While this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

Benefits

Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS [website](#) and the Fund’s membership booklet. We have made no allowance for discretionary benefits.

Assets

Assets have been valued at a six month smoothed market value straddling the valuation date.

We have been provided with the audited Fund accounts for the years ending 31 March 2014, 31 March 2015 and 31 March 2016.

The market asset valuation as at 31 March 2016 was £5,037m.

The Fund’s long-term investment strategy has been taken into consideration in the derivation of the assumptions used.

3 Results

Previous valuation

The previous valuation was carried out as at 31 March 2013 by Barnett Waddingham. The results are summarised in the valuation report dated 31 March 2014 and show a funding level of 80% corresponding to a deficit of £953m.

The average employer contribution was calculated to be 14.3% of Pensionable Pay in order to cover the cost of future benefits being built up by active members.

In practice each employer paid their own contribution rate which will have been a combination of contributions to cover the cost of future benefits (which will not necessarily have been the same as the average given above) and contributions towards past service deficit.

Shortfall between assets and liabilities

Using the assumptions summarised in Appendix 2, the results of the valuation are set out in the tables below which show:

- The past service funding position which means how well funded the Fund was at the valuation date; and
- The primary rate for the whole Fund which is the weighted average (by payroll) of the individual employers' primary rates;

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustment certificate in Appendix 3. These are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

In Appendix 3 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning with 1 April 2017. The secondary rate is an adjustment to the primary rate each employer is required to pay. As set out in the Fund's Funding Strategy Statement, the secondary rate may include an allowance for an anticipated cessation deficit, depending on the circumstances of the employer.

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the Regulations.

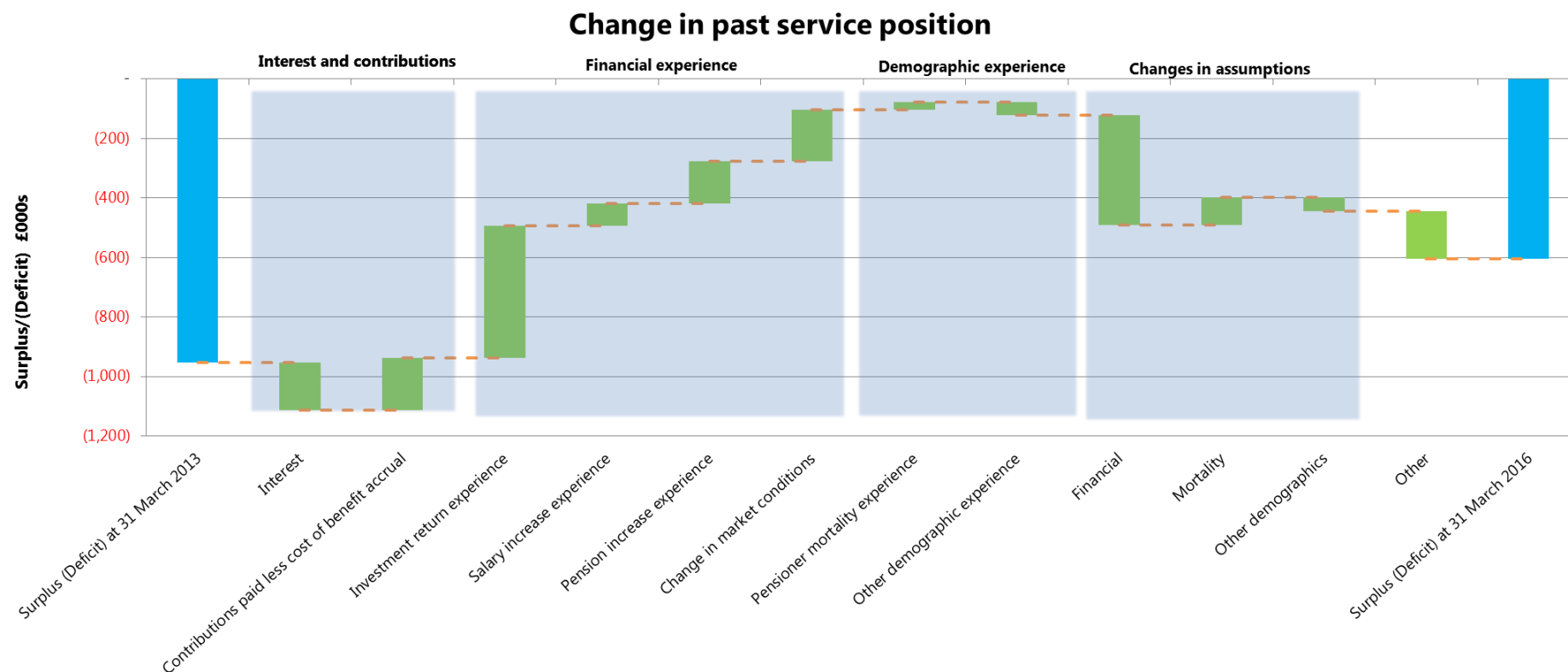
Past service funding position	
	31 March 2016 £m
Smoothed asset value	4,993
Past service liabilities	
Actives	1,855
Deferred pensioners	1,088
Pensioners	2,655
Total	5,598
Surplus (Deficit)	(605)
Funding level	89%

Primary rate	% of payroll
Total future service rate	22.8%
less employee contribution rate	(6.5%)
Total primary rate	16.3%

There was a deficit of £605m in the Fund at the valuation date, and the Fund's assets were sufficient to cover 89% of its liabilities.

Reconciliation to previous valuation

The key factors that have influenced the funding level of the Fund over the intervaluation period are as follows:



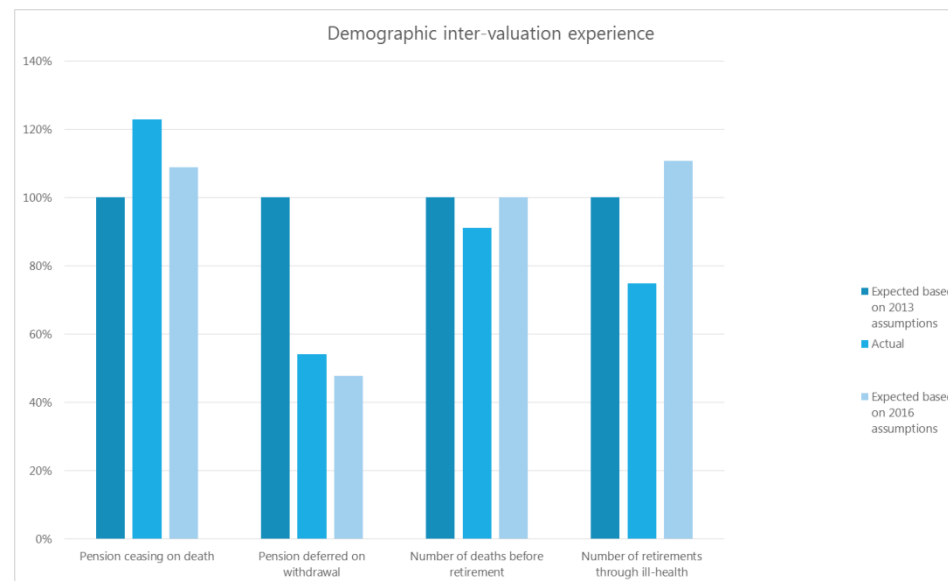
The funding level as a percentage has increased (due to good investment returns and employer contributions) although this has been partly offset by changes to the financial assumptions used.

The table below sets out the change in future service contribution rate over the intervaluation period.

Change in future service contribution rate		% of payroll
Average employer rate at 31 March 2013		14.3%
Change in market conditions		(1.4%)
Change in assumptions		
	Financial	3.1%
	Mortality	(0.3%)
	Other demographics	0.9%
Legislative changes		(0.3%)
Other		0.0%
Average employer rate at 31 March 2016		16.3%

Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2013 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2013.



Valuations on other bases

The liability value as set out in the previous section is known as the Fund's "funding target" and should be consistent with the Administering Authority's Funding Strategy Statement. However, as part of the valuation, we have also considered an estimate of the liabilities represented with all margins for prudence removed (the "neutral estimate").

Neutral estimate

The neutral basis is set with the main purpose of providing the Administering Authority an idea of the level of prudence contained within the funding basis. The neutral estimate represents our best estimate of the funding position, in other words, we believe that it is equally likely that the Fund will beat or miss the funding target based on the neutral assumptions derived.

For the assumptions used for the funding basis, it is appropriate to include a margin for prudence to protect against the risk of not meeting the funding target and to essentially build a cushion for future adverse experience.

The neutral estimate does not contain any margins for prudence.

The funding basis includes an allowance for prudence in the discount rate assumption only. The discount rate on the neutral basis is therefore 6.4% p.a. rather than 5.1% p.a. All other assumptions are the consistent with the ongoing funding basis.

The funding level on the neutral basis was 108%.

Projected future results

The progression of the funding level over time is influenced by a large number of factors, including the experience of the Fund's membership, the investment return achieved and the contributions paid.

We estimate that three years after the valuation date (i.e. at the next valuation) the funding position on a funding basis will be 92%. This allows for contributions to be paid as described in Appendix 3 and assumes that investment returns and other experience over the next three years is in line with the assumptions used for the valuation as set out in Appendix 2.

4 Sensitivity analysis

Sensitivities to the liabilities

The results set out in this report are based on a particular set of assumptions. The actual cost of providing the benefits will depend on the actual experience, which could be significantly better or worse than assumed. The sensitivity of the results to some of the key assumptions is set out in the table below.

Sensitivity analysis - Past service funding position		Discount rate		Inflation		Long-term salary increases		Rate of mortality improvement	
	2016 basis	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	-0.25%	+0.25%
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Smoothed asset value	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993	4,993
Past service liabilities									
Actives	1,855	1,816	1,895	1,883	1,828	1,863	1,847	1,834	1,876
Deferred pensioners	1,088	1,066	1,111	1,112	1,065	1,088	1,088	1,077	1,100
Pensioners	2,655	2,629	2,681	2,679	2,631	2,655	2,655	2,634	2,676
Total	5,598	5,511	5,687	5,674	5,524	5,606	5,590	5,545	5,652
Surplus (Deficit)	(605)	(517)	(694)	(681)	(530)	(613)	(597)	(551)	(659)
Funding level	89%	91%	88%	88%	90%	89%	89%	90%	88%

Sensitivities to the primary rate

The calculated primary rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below.

Sensitivity analysis - Primary rate		Discount rate		Inflation		Long-term salary increases		Rate of mortality improvement	
	2016 basis	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	-0.25%	+0.25%
	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll
Total future service rate	22.8%	22.2%	23.3%	23.2%	22.2%	22.7%	22.7%	22.4%	23.0%
less Employee contribution rate	(6.5%)	(6.5%)	(6.5%)	(6.5%)	(6.5%)	(6.5%)	(6.5%)	(6.5%)	(6.5%)
Total primary rate	16.3%	15.7%	16.8%	16.7%	15.7%	16.2%	16.2%	15.9%	16.5%

5 Final comments

Funding Strategy Statement

The assumptions used for the valuation must be documented in a revised Funding Strategy Statement to be agreed between the Fund Actuary and the Administering Authority.

Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Legislative risk

Sensitivity to some of these risks were set out in section 4. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and will be set out in greater detail in the Funding Strategy Statement.

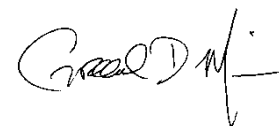
Rates and Adjustment Certificate

The contributions payable in respect of benefit accrual, expenses and any deficit contributions under each employer's recovery period have been set out in Appendix 3 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

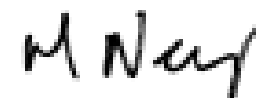
The contributions as set out in Appendix 3 in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, this is targeted in line with the Fund's Funding Strategy Statement and all employers have a deficit recovery period of no longer than 27 years.

This document has been agreed between the Administering Authority and the Fund Actuary. Contributions have been set that in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's Funding Strategy Statement.

The next formal valuation is due to be carried out as at 31 March 2019 however we would recommend that the financial position of the Fund is monitored regularly during the period leading up to the next formal valuation.



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Appendix 1 Summary of membership data

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison.

	Number		Pensionable pay				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	11,266	10,225	274,445	253,724	24,360	24,814	44.8	46.0
Females	42,166	34,776	575,545	488,824	13,650	14,056	45.2	45.5
Total	53,432	45,001	849,990	742,548	15,908	16,501	45.1	45.6

	Number		Annual pensions current				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	12,853	10,365	24,922	21,985	1,939	2,121	44.2	44.8
Females	44,478	31,727	45,163	35,469	1,015	1,118	45.7	45.3
Total	57,331	42,092	70,085	57,454	1,222	1,365	45.4	45.2

	Number		Annual pensions current				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	12,046	11,562	95,418	84,401	7,921	7,300	71.4	71.1
Females	20,145	17,413	75,392	61,428	3,742	3,528	69.9	69.2
Dependants	5,241	4,898	14,336	13,602	2,735	2,777	73.2	73.5
Total	37,432	33,873	185,146	159,431	4,946	4,707	70.8	70.5

- The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.
- Annual pensions are funded items only and include pension increases up to and including the 2016 pension increase order.
- Pensionable Pay is actual earnings.

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2016 to 31 March 2020 as required under the Rates and Adjustment Certificate.

Members may retire for a number of reasons including reaching normal retirement age, retiring through ill health or redundancy. The amounts set out in the table below are the new retirement benefit amounts, as at the current valuation date that are assumed to come into payment in each of the intervaluation years.

Projected new benefits		
Year to	Number of members	Retirement benefits £m
31 March 2017	1,597	21
31 March 2018	2,061	27
31 March 2019	2,413	31
31 March 2020	2,278	30

Appendix 2 Actuarial assumptions

A summary of the assumptions adopted in the valuation is set out below:

Asset class	Percentage of Fund	Return assumption (% p.a.)	Real (relative to CPI)
Gilts	2%	2.4%	0.0%
Other bonds	11%	3.3%	0.9%
Cash/temporary investments	0%	1.8%	-0.6%
Equities	64%	7.4%	5.0%
Property	18%	5.9%	3.5%
Absolute return fund – LIBOR plus 4%	5%	5.8%	3.4%
Expenses (deduction)		-0.2%	
Neutral estimate of discount rate based on long-term investment strategy		6.4%	4.0%
Prudence allowance		1.3%	
Final discount rate assumption		5.1%	2.7%

Financial assumptions		31 March 2016 % p.a.	31 March 2013 % p.a.
Discount rate		5.1%	5.8%
Pay increases	Long-term	3.9%	4.5%
	Short-term	CPI for period from 31 March 2016 to 31 March 2020	CPI for period from 31 March 2013 to 31 March 2015
Pension increases		2.4%	2.7%
Pension increases on GMP	<p>Funds will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, we have assumed that Funds will be required to pay the entire inflationary increases.</p> <p>No allowance for limit in increases for any members</p>		

Demographic assumptions		
	31 March 2016	31 March 2013
Pre-retirement mortality - base table	GAD tables (updated)	GAD tables
Post-retirement mortality (member) - base table	S2PA tables with a multiplier of 105% for males and 100% for females	S1PA tables
Post-retirement mortality (dependant) - base table	S2PA tables with a multiplier of 100% for female dependants and 105% for male dependants	S1PA tables
Allowance for improvements in life expectancy	2015 CMI Model with a long-term rate of improvement of 1.5% p.a.	2012 CMI Model with a long-term rate of improvement of 1.5% p.a.
Promotional salary scale	GAD tables (updated)	GAD tables
Allowance for early retirements (ill health)	GAD tables (updated)	GAD tables
Allowance for withdrawals	GAD tables (updated)	GAD tables
Allowance for cash commutation	Members will commute pension at retirement to provide a lump sum of 50% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension	Members will commute pension at retirement to provide a lump sum of 60% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension
Allowance for 50:50 membership	Based on members' current section	10% of active members will opt to pay 50% of contributions for 50% of benefits under the new scheme
Partner age difference	Males are three years older than their spouse and females are three years younger than their spouse	Males are three years older than their spouse and females are three years younger than their spouse
Proportion married	There is a 75%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits	There is an 80%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits
Retirement age	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These are the same as those used by the Government Actuary's Department when LGPS reforms were designed and are based on analysis of incidence of death retirement and withdrawal for Local Authority Funds saved here: <http://www.lgpsregs.org/index.php/dclg-publications/dclg-other>

Allowance for ill health early retirements (GAD table b6.1)

A small proportion of members are assumed to retire early due to ill health. In the table below we set out an extract of some sample rates from our decrement table used:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.02%
40	0.05%	0.03%
45	0.10%	0.07%
50	0.20%	0.15%
55	0.41%	0.33%
60	0.84%	0.71%
65	1.72%	1.53%

The proportion of ill health early retirements falling into each tier category has been assumed to be as follows for both males and females:

Tier 1	Tier 2	Tier 3
75%	15%	10%

Death before retirement for all members (GAD table b8)

A small number of members are assumed to die before reaching retirement age. In the table below we set out an extract of some sample rates from our decrement table used:

Age	Males	Females
25	0.03%	0.01%
30	0.04%	0.02%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.13%
60	0.32%	0.20%
65	0.51%	0.30%

Allowance for withdrawals (GAD table b7)

This assumption is regarding active members who leave service to move to deferred member status or take a transfer out but do not yet retire. Active members are assumed to leave service at the following sample rates:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	8.10%	9.08%
30	6.38%	7.20%
35	5.02%	5.71%
40	3.95%	4.53%
45	3.11%	3.59%
50	2.44%	2.85%
55	1.92%	2.26%
60	1.51%	1.79%
65	1.19%	1.42%

Promotional salary scale (using GAD table b9)

In addition to the assumption made about annual salary increases, we have also included an allowance for a promotional salary scale which applies at each age and some sample rates are set out in the table below:

Age	Males	Females
25	1.0368	1.0165
30	1.1177	1.0526
35	1.1741	1.0820
40	1.2137	1.1033
45	1.2472	1.1040
50	1.2715	1.1043
55	1.2716	1.1044
60	1.2717	1.1045

Appendix 3 Rates and Adjustment Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2017 to 31 March 2020.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement and this report.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2017 to 31 March 2020 is set out in the table overleaf. The primary rate is the employer's share of the cost of benefits accruing in each of the three years beginning 1 April 2017. In addition each employer pays a secondary contribution as required under Regulation 62 (7) that when combined with the primary rate results in the following minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Primary and secondary rate summary

The primary rate for the whole Fund is the weighted average (by payroll) of the individual employers' primary rates, and is 16.3% of payroll.

The sum of the employers' secondary rates (as a percentage of projected payroll and as an equivalent monetary amount) in each of the three years in the period 1 April 2017 to 31 March 2020 is set out in the table below.

Secondary contributions	2017/18	2018/19	2019/20
Average as a % of payroll	8.6%	3.1%	3.2%
Total monetary amounts	£75,058,000	£27,284,000	£28,904,000

General notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us as the Fund Actuary. The administering authority, with the advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

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

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the Administering Authority and an individual employer.

If contributions set out in the certificate are adjusted for any such agreements in place relating to the timing of contribution payments these are noted in the end column and detailed in specific notes at the end of the certificate.

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Major Employers									
1	Essex County Council (excluding schools)	16.1%	£7,184,098	£7,464,278	£7,755,385	16.1% plus £7,184,098	16.1% plus £7,464,278	16.1% plus £7,755,385	ii
	Former GM Essex Schools	16.1%	4.2%	4.2%	4.2%	20.3%	20.3%	20.3%	
2	Basildon District Council	16.0%	£7,057,123	-	-	16.0% plus £7,057,123	16.0%	16.0%	i
3	Braintree District Council	16.5%	£4,232,683	-	-	16.5% plus £4,232,683	16.5%	16.5%	i
4	Brentwood District Council	17.1%	£1,216,076	£1,263,503	£1,312,779	17.1% plus £1,216,076	17.1% plus £1,263,503	17.1% plus £1,312,779	ii
5	Castle Point Borough Council	16.9%	£2,399,970	-	-	16.9% plus £2,399,970	16.9%	16.9%	i
6	Chelmsford Borough Council	15.5%	£4,107,681	-	-	15.5% plus £4,107,681	15.5%	15.5%	i
7	Colchester Borough Council	15.1%	£5,527,987	-	-	15.1% plus £5,527,987	15.1%	15.1%	i
8	Epping Forest District Council	18.0%	£1,164,137	£1,209,538	£1,256,710	18.0% plus £1,164,137	18.0% plus £1,209,538	18.0% plus £1,256,710	ii

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
9	Harlow District Council	16.3%	£2,812,873	£2,812,873	£2,812,873	16.3% plus £2,812,873	16.3% plus £2,812,873	16.3% plus £2,812,873	ii
10	Maldon District Council	15.9%	£1,721,710	-	-	15.9% plus £1,721,710	15.9%	15.9%	i
11	Rochford District Council	16.3%	£634,142	£634,142	£634,142	16.3% plus £634,142	16.3% plus £634,142	16.3% plus £634,142	ii
12	Southend On Sea Borough Council (excluding schools)	16.6%	£11,200,823	-	-	16.6% plus £11,200,823	16.6%	16.6%	i
	Former GM Southend Schools	16.6%	7.3%	7.3%	7.3%	23.9%	23.9%	23.9%	
13	Tendring District Council	16.6%	£3,831,496	-	-	16.6% plus £3,831,496	16.6%	16.6%	i
14	Thurrock Borough Council (excluding schools)	16.1%	£7,619,631	-	-	16.1% plus £7,619,631	16.1%	16.1%	i
	Former GM Thurrock Schools	16.1%	5.3%	5.3%	5.3%	21.4%	21.4%	21.4%	
15	Uttlesford District Council	16.8%	£1,177,020	-	-	16.8% plus £1,177,020	16.8%	16.8%	i

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Scheduled bodies									
84	Anglia Ruskin University	13.7%	-0.7% plus £1,040,396	tbc	tbc	13.0% plus £1,040,396	13.7% plus tbc	13.7% plus tbc	iii
149	Chelmsford FE College	18.3%	-0.5% plus £47,843	tbc	tbc	17.8% plus £47,843	18.3% plus tbc	18.3% plus tbc	iii
100	Colchester Borough Homes Ltd	16.6%	-	-	-	16.6%	16.6%	16.6%	
148	Colchester Institute	15.6%	£209,972	tbc	tbc	15.6% plus £209,972	15.6% plus tbc	15.6% plus tbc	iii
151	Epping Forest College	16.6%	£127,142	£132,101	£137,253	16.6% plus £127,142	16.6% plus £132,101	16.6% plus £137,253	
784	Essex Chief Constable	15.3%	£1,262,174	£1,262,174	£1,262,174	15.3% plus £1,262,174	15.3% plus £1,262,174	15.3% plus £1,262,174	ii
66	Essex Fire Authority	16.2%	£972,171	-	-	16.2% plus £972,171	16.2%	16.2%	i
810	Essex Shared Services Ltd	21.0%	£3,293	£3,421	£3,555	21.0% plus £3,293	21.0% plus £3,421	21.0% plus £3,555	
165	Harlow College	16.9%	-0.5% plus £117,845	-0.1% plus £122,441	0.1% plus £127,216	16.4% plus £117,845	16.8% plus £122,441	17.0% plus £127,216	ii

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
72	Office of Police and Crime Commissioner	15.3%	£14,098	£14,098	£14,098	15.3% plus £14,098	15.3% plus £14,098	15.3% plus £14,098	ii
161	Palmer's College	16.3%	£33,687	tbc	tbc	16.3% plus £33,687	16.3% plus tbc	16.3% plus tbc	iii
34	Prospects College of Advanced Technology (PROCAT)	14.5%	£3,950	£4,104	£4,264	14.5% plus £3,950	14.5% plus £4,104	14.5% plus £4,264	
163	South Essex College	16.2%	-1.4% plus £190,356	tbc	tbc	14.8% plus £190,356	16.2% plus tbc	16.2% plus tbc	iii
162	Seevic	16.2%	£38,606	£42,844	£47,272	16.2% plus £38,606	16.2% plus £42,844	16.2% plus £47,272	
597	South Essex Homes Ltd	17.9%	-	-	-	17.9%	17.9%	17.9%	
152	The Sixth Form College Colchester	18.2%	£21,821	tbc	tbc	18.2% plus £21,821	18.2% plus tbc	18.2% plus tbc	iii
56	University Of Essex	22.4%	£1,603,674	£1,603,674	£1,603,674	22.4% plus £1,603,674	22.4% plus £1,603,674	22.4% plus £1,603,674	
164	Writtle Agricultural College	16.2%	£123,176	tbc	tbc	16.2% plus £123,176	16.2% plus tbc	16.2% plus tbc	iii

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Other admission bodies (typically used to be CABs)									
31	Ardleigh Reservoir Committee	25.6%	£20,529	£20,529	£20,529	25.6% plus £20,529	25.6% plus £20,529	25.6% plus £20,529	
644	Brentwood Community Transport	26.8%	-3.5% plus £2,200	-1.5% plus £2,286	£2,375	23.3% plus £2,200	25.3% plus £2,286	26.8% plus £2,375	
585	Brentwood Leisure Trust	20.0%	-3.9% plus £24,962	-1.9% plus £25,936	£26,947	16.1% plus £24,962	18.1% plus £25,936	20.0% plus £26,947	
555	Cambridge Access Validating Agency	18.7%	£5,861	£5,861	£5,861	18.7% plus £5,861	18.7% plus £5,861	18.7% plus £5,861	ii
558	Care Quality Commission	23.1%	£52,200	£54,236	£56,351	23.1% plus £52,200	23.1% plus £54,236	23.1% plus £56,351	
540	Castle Point Citizen's Advice Bureau	26.5%	£3,242	£3,368	£3,500	26.5% plus £3,242	26.5% plus £3,368	26.5% plus £3,500	
768	Central Essex Community Service	15.8%	£2,000	£2,286	£2,375	15.8% plus £2,000	15.8% plus £2,286	15.8% plus £2,375	
501	Changing Pathways (Basildon Women's Refuge)	20.1%	-2.2% plus £1,200	-1.2% plus £1,247	£1,295	17.9% plus £1,200	18.9% plus £1,247	20.1% plus £1,295	
553	Chelmer Housing Partnership	16.2%	-	-	-	16.2%	16.2%	16.2%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
531	Chelmsford Citizens Advice Bureau	26.8%	-3.0% plus £4,400	-1.8% plus £4,572	£4,750	23.8% plus £4,400	25.0% plus £4,572	26.8% plus £4,750	
537	Chelmsford Community Transport	22.7%	£15,900	£16,520	£17,164	22.7% plus £15,900	22.7% plus £16,520	22.7% plus £17,164	
511	Chelmsford Council for Voluntary Services	24.4%	-2.8% plus £4,322	-1.2% plus £4,491	£4,666	21.6% plus £4,322	23.2% plus £4,491	24.4% plus £4,666	
814	Epping Forest Community Transport	26.1%	£1,000	£1,039	£1,080	26.1% plus £1,000	26.1% plus £1,039	26.1% plus £1,080	
544	Essex Association of Local Councils	18.8%	-1.0% plus £3,900	£4,052	£4,210	17.8% plus £3,900	18.8% plus £4,052	18.8% plus £4,210	
627	Essex Police Federation	28.8%	-2.0% plus £3,500	£3,637	£3,778	26.8% plus £3,500	28.8% plus £3,637	28.8% plus £3,778	
618	Greenfields Community Housing Ltd	20.0%	£84,500	-	-	20.0% plus £84,500	20.0%	20.0%	i
67	Hamilton Lodge Trust Ltd	25.1%	-2.7% plus £16,200	-1.4% plus £16,832	£17,488	22.4% plus £16,200	23.7% plus £16,832	25.1% plus £17,488	
44	Harlow District Sports Trust	22.5%	-4.1% plus £30,000	-2.0% plus £30,170	£32,386	18.4% plus £30,000	20.5% plus £30,170	22.5% plus £32,386	
576	Harwich Connexions Ltd	29.1%	tbc	tbc	tbc	29.1% plus tbc	29.1% plus tbc	29.1% plus tbc	v

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
572	Hatfield Peverel Day Nursery	18.3%	-1.0% plus £900	£1,035	£1,175	17.3% plus £900	18.3% plus £1,035	18.3% plus £1,175	
582	Impulse Leisure	15.8%	-2.8% plus £8,900	-1.4% plus £9,247	£9,608	13.0% plus £8,900	14.4% plus £9,247	15.8% plus £9,608	
78	ITEC Learning Technologies Ltd	14.5%	-0.8% plus £28,000	-0.4% plus £29,092	£30,227	13.7% plus £28,000	14.1% plus £29,092	14.5% plus £30,227	
611	Moat Housing Group Ltd	18.6%	£36,495	-	-	18.6% plus £36,495	18.6%	18.6%	
801	North Essex Partnership University NHS Foundation Trust	21.6%	-	-	-	21.6%	21.6%	21.6%	
617	Orchestras Live	23.8%	£4,750	£4,935	£5,128	23.8% plus £4,750	23.8% plus £4,935	23.8% plus £5,128	
529	Phoenix Group Homes	22.5%	£6,522	£6,776	£7,041	22.5% plus £6,522	22.5% plus £6,776	22.5% plus £7,041	
518	Race Equality Foundation	20.2%	-5.1% plus £1,200	-2.6% plus £1,247	£1,295	15.1% plus £1,200	17.6% plus £1,247	20.2% plus £1,295	
271	Rainbow Services (Harlow)	26.5%	£2,562	-	-	26.5% plus £2,562	26.5%	26.5%	
614	Rochford Housing Association	22.3%	-2.4% plus £25,500	-1.0% plus £26,495	£27,528	19.9% plus £25,500	21.3% plus £26,495	22.3% plus £27,528	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
500	Safer Places	22.5%	-2.9% plus £83,000	-2.5% plus £86,237	£89,600	19.6% plus £83,000	20.0% plus £86,237	22.5% plus £89,600	
549	Social Care Institute for Excellence	15.6%	£150,000	£155,850	£161,928	15.6% plus £150,000	15.6% plus £155,850	15.6% plus £161,928	
64	The Community Council Of Essex	23.1%	£20,700	£21,507	£22,346	23.1% plus £20,700	23.1% plus £21,507	23.1% plus £22,346	
601	The SLM Community Leisure Charitable Trust	16.1%	-2.0% plus £5,200	-1.0% plus £5,403	£5,614	14.1% plus £5,200	15.1% plus £5,403	16.1% plus £5,614	
538	The Trading Standards Inst	12.3%	£33,633	£34,944	£36,307	12.3% plus £33,633	12.3% plus £34,944	12.3% plus £36,307	
539	Thurrock Community Leisure Ltd	20.1%	£33,939	£34,288	£34,650	20.1% plus £33,939	20.1% plus £34,288	20.1% plus £34,650	
785	Thurrock Lifestyle Solutions CIC	22.2%	-7.4% plus £11,000	-4.9% plus £11,429	-2.3% plus £11,875	14.8% plus £11,000	17.3% plus £11,429	19.9% plus £11,875	
516	University of Essex Commercial Services Ltd	24.3%	-2.0% plus £12,500	-1.0% plus £12,988	£13,494	22.3% plus £12,500	23.3% plus £12,988	24.3% plus £13,494	
534	Worthing Homes Ltd	20.9%	£132,000	£137,148	£142,497	20.9% plus £132,000	20.9% plus £137,148	20.9% plus £142,497	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Contractors									
812	Aaron Services Ltd	22.6%	-	-	-	22.6%	22.6%	22.6%	
820	Action Industrial Cleaning Services (Uk) Ltd	27.0%	£1,048	-	-	27.0% plus £1,048	27.0%	27.0%	
808	Affinity Trust	23.1%	-	-	-	23.1%	23.1%	23.1%	
605	Alphaprint Colchester Limited	22.9%	-	-	-	22.9%	22.9%	22.9%	
547	APCOA	22.3%	-	-	-	22.3%	22.3%	22.3%	
586	Ashlyn Healthcare Ltd	22.7%	13.4%	13.4%	13.4%	36.1%	36.1%	36.1%	
770	Barnardos	26.3%	-26.3%	tbc	tbc	0.0%	tbc	tbc	v
625	Bellfinger Europa FM Limited	16.7%	-	-	-	16.7%	16.7%	16.7%	
39	Birkin Cleaning Services Ltd	19.0%	-	-	-	19.0%	19.0%	19.0%	
803	Catering Academy Ltd	25.7%	-	-	-	25.7%	25.7%	25.7%	
815	Caterlink Ltd	21.3%	-	-	-	21.3%	21.3%	21.3%	
730	Churchill (Boswells Acad Trust)	20.2%	-	-	-	20.2%	20.2%	20.2%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
622	Corporate Document Services	20.3%	-	-	-	20.3%	20.3%	20.3%	
589	Dovercourt Healthcare Ltd	24.2%	-	-	-	24.2%	24.2%	24.2%	
790	ECS Ltd Reablement South East	18.6%	-8.4%	-8.4%	-8.4%	10.2%	10.2%	10.2%	
724	Edwards And Blake Ltd	17.4%	£6,756	£7,019	-	17.4% plus £6,756	17.4% plus £7,019	17.4%	
646	English Landscapes Maintenance	24.9%	-	-	-	24.9%	24.9%	24.9%	
633	Essex Cares Ltd	18.6%	-8.4%	-8.4%	-8.4%	10.2%	10.2%	10.2%	
636	Essex Community Support Limited	18.6%	-8.4%	-8.4%	-8.4%	10.2%	10.2%	10.2%	
635	Essex Equipment Service Ltd	18.6%	-8.4%	-8.4%	-8.4%	10.2%	10.2%	10.2%	
634	Essex Inclusion And Employment	18.6%	-8.4%	-8.4%	-8.4%	10.2%	10.2%	10.2%	
780	Fusion Lifestyle	21.3%	-	-	-	21.3%	21.3%	21.3%	
587	Goldenley Healthcare Ltd	23.3%	-	-	-	23.3%	23.3%	23.3%	
607	H Q Theatres Ltd	13.3%	-	-	-	13.3%	13.3%	13.3%	
816	L & L Cleaning Ltd	20.7%	£255	£265	-	20.7% plus £255	20.7% plus £265	20.7%	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
590	Longfield Healthcare Ltd	12.2%	-	-	-	12.2%	12.2%	12.2%	
798	Mears Limited	21.6%	-	-	-	21.6%	21.6%	21.6%	
779	Mitie Security Limited	20.5%	-	-	-	20.5%	20.5%	20.5%	
767	Mitie Technical FM Ltd	21.0%	-	-	-	21.0%	21.0%	21.0%	
725	Pabulum Ltd	22.8%	-	-	-	22.8%	22.8%	22.8%	
621	Pinnacle F M	16.5%	-	-	-	16.5%	16.5%	16.5%	
781	Ringway Jacobs Limited	21.8%	£117,470	£122,051	£126,811	21.8% plus £117,470	21.8% plus £122,051	21.8% plus £126,811	
701	Riverside Truck Rental Ltd Basildon	21.2%	-	-	-	21.2%	21.2%	21.2%	
766	RM Education - Columbus ICT	10.4%	-	-	-	10.4%	10.4%	10.4%	
729	Skanska (Castle View)	30.6%	-	-	-	30.6%	30.6%	30.6%	
709	Skanska (Columbus)	28.6%	-	-	-	28.6%	28.6%	28.6%	
708	Skanska (Cornelius)	28.4%	-	-	-	28.4%	28.4%	28.4%	
802	Skanska (Woodlands School)	23.8%	-	-	-	23.8%	23.8%	23.8%	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
774	SLM Charitable Trust (LM)	17.9%	-	-	-	17.9%	17.9%	17.9%	
773	SLM Charitable Trust (SV)	17.9%	-	-	-	17.9%	17.9%	17.9%	
772	SLM Health & Fitness (LM)	17.9%	-	-	-	17.9%	17.9%	17.9%	
771	SLM Health & Fitness (SV)	17.9%	-	-	-	17.9%	17.9%	17.9%	
594	Sweyne Healthcare Ltd	21.8%	-	-	-	21.8%	21.8%	21.8%	
794	The Partyman Company Limited	23.6%	-	-	-	23.6%	23.6%	23.6%	
799	Updata Infrastructure (UK) Ltd	17.8%	-	-	-	17.8%	17.8%	17.8%	
623	Vehicle Lease And Service Ltd	19.3%	£11,006	-	-	19.3% plus £11,006	19.3%	19.3%	
809	Wates Living Space (Maintenance) Ltd	17.6%	-	-	-	17.6%	17.6%	17.6%	
573	WRVS Food Services Ltd	22.4%	-	-	-	22.4%	22.4%	22.4%	
Town and parish councils									
530	Billericay Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
513	Blackmore Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
807	Boxted Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
16	Brightlingsea Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
510	Broomfield Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
526	Buckhurst Hill Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
818	Bulmer Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
514	Burnham On Crouch Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
619	Canvey Island Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
89	Chappel Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
522	Chigwell Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
603	Coggeshall Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
806	Copford with Easthorpe Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
502	Danbury Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
82	Earls Colne Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
819	East Donyland Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
17	Epping Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
804	Fordham Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
18	Frinton & Walton Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
92	Galleywood Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
27	Great Baddow Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
519	Great Dunmow Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
599	Great Notley Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
527	Great Wakering Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
787	Great Yeldham Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
19	Halstead Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
524	Harwich Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
521	Hawkeell Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
666	Herongate and Ingrave Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
504	Heybridge Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
775	Hockley Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
90	Hullbridge Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
80	Ingatstone & Fryerning Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
65	Kelvedon Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
525	Leigh On Sea Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
817	Little Clacton Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
797	Little Oakley Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
536	Little Yeldham Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
523	Loughton Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
98	Maldon Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
620	Myland Community Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
520	North Weald Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
546	Ongar Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
528	Rayleigh Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
551	Runwell Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
20	Saffron Walden Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
596	Sible Hedingham Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
515	South Hanningfield Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
30	South Woodham Ferrers Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
91	Springfield Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
29	St Osyth Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
63	Stansted Mountfitchet Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
550	Stanway Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
642	Thaxted Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
545	Tiptree Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
793	Wakes Colne Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
21	Waltham Abbey Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
22	West Mersea Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
503	Witham Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
60	Wivenhoe Town Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
200	Wormingford Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
562	Writtle Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes	
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20		
Academies												
319	Abbots Hall Primary School	17.1%	1.5%	2.1%	tbc	tbc	18.6%	19.2%	tbc	tbc	iv	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
384	Abbotsweld Primary Academy	17.1%	6.8%	6.8%	tbc	tbc	23.9%	23.9%	tbc	tbc	iv
776	Academies Enterprise Trust	17.1%	-3.5%	-1.1%	tbc	tbc	13.7%	16.0%	tbc	tbc	iv
314	Alec Hunter	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.2%	tbc	tbc	iv
741	Anglo European Academy	17.1%	3.3%	4.0%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
681	Ashingdon Academy	17.1%	0.0%	0.6%	tbc	tbc	17.1%	17.7%	tbc	tbc	iv
364	Aspire Academy Trust (Harlow)	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
640	Basildon Lower Academy	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
641	Basildon Upper Academy	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
289	Beacon Hill Academy	17.1%	2.4%	3.1%	tbc	tbc	19.6%	20.2%	tbc	tbc	iv
292	Becket Keys Church Of England Free School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
290	Belfairs Community College Academy	17.1%	5.3%	5.3%	tbc	tbc	22.4%	22.4%	tbc	tbc	iv
313	Benyon	17.1%	1.7%	2.3%	tbc	tbc	18.8%	19.4%	tbc	tbc	iv
742	Billericay Academy	17.1%	3.0%	3.6%	tbc	tbc	20.1%	20.8%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
727	Boswells Academy	17.1%	7.0%	7.0%	tbc	tbc	24.1%	24.1%	tbc	tbc	iv
403	Braiswick Primary Academy	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
358	Brentwood County High School	17.1%	3.3%	4.0%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
301	Brentwood Ursuline Academy	17.1%	4.7%	5.4%	tbc	tbc	21.8%	22.5%	tbc	tbc	iv
294	Briscoe Primary And Nursery	17.1%	2.7%	3.4%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
720	Burnt Mill Academy	17.1%	1.8%	2.4%	tbc	tbc	18.9%	19.5%	tbc	tbc	iv
344	Burrsville Infant School	17.1%	1.1%	1.7%	tbc	tbc	18.2%	18.8%	tbc	tbc	iv
663	Buttsbury Academy	17.1%	3.2%	3.9%	tbc	tbc	20.3%	21.0%	tbc	tbc	iv
302	Cann Hall Academy	17.1%	1.4%	2.1%	tbc	tbc	18.6%	19.2%	tbc	tbc	iv
367	Castle View School	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
393	Castledon School Academy Trust	17.1%	2.2%	2.8%	tbc	tbc	19.3%	19.9%	tbc	tbc	iv
414	Cecil Jones Academy	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
295	Chafford Hundred Primary	17.1%	2.9%	3.6%	tbc	tbc	20.0%	20.7%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
398	Chase High School	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.2%	tbc	tbc	iv
667	Chelmer Valley High Academy	17.1%	3.9%	4.6%	tbc	tbc	21.0%	21.7%	tbc	tbc	iv
655	Chelmsford High School for Girls	17.1%	3.7%	4.4%	tbc	tbc	20.8%	21.5%	tbc	tbc	iv
411	Cherry Tree Academy	17.1%	2.3%	3.0%	tbc	tbc	19.4%	20.1%	tbc	tbc	iv
410	Chigwell Primary Academy	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
637	Clacton Coastal Academy	17.1%	6.1%	6.1%	tbc	tbc	23.2%	23.2%	tbc	tbc	iv
738	Clacton County Academy	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
651	Colchester Academy	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
760	Colchester High Girls Academy	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.4%	tbc	tbc	iv
723	Colchester Royal Grammar Academy	17.1%	2.6%	3.3%	tbc	tbc	19.7%	20.4%	tbc	tbc	iv
668	Colne Community Academy	17.1%	3.7%	4.3%	tbc	tbc	20.8%	21.5%	tbc	tbc	iv
736	Columbus Academy	17.1%	2.5%	3.2%	tbc	tbc	19.6%	20.3%	tbc	tbc	iv
345	Cooks Spinney Academy	17.1%	6.1%	6.1%	tbc	tbc	23.2%	23.2%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
340	Cornelius Vermuyden School	17.1%	4.3%	5.0%	tbc	tbc	21.4%	22.1%	tbc	tbc	iv
338	Corringham Primary School	17.1%	1.6%	2.2%	tbc	tbc	18.7%	19.3%	tbc	tbc	iv
348	Darlinghurst	17.1%	2.6%	3.2%	tbc	tbc	19.7%	20.3%	tbc	tbc	iv
669	Davenant Foundation Academy	17.1%	2.9%	3.6%	tbc	tbc	20.0%	20.7%	tbc	tbc	iv
658	Debden Park High Academy	17.1%	1.1%	1.8%	tbc	tbc	18.2%	18.9%	tbc	tbc	iv
401	Deneholm Primary School	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
307	Dilkes Primary Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
374	East Tilbury Primary and Nursery	17.1%	2.3%	3.0%	tbc	tbc	19.4%	20.1%	tbc	tbc	iv
704	Eastwood Academy	17.1%	3.5%	4.2%	tbc	tbc	20.6%	21.3%	tbc	tbc	iv
656	Flitch Green Academy	17.1%	1.5%	2.1%	tbc	tbc	18.6%	19.2%	tbc	tbc	iv
388	Forest Hall School	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
334	Freshwaters Academy	17.1%	4.5%	5.2%	tbc	tbc	21.7%	22.3%	tbc	tbc	iv
743	Gable Hall Academy	17.1%	1.2%	1.9%	tbc	tbc	18.3%	19.0%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
351	Giffards Primary School	17.1%	1.9%	2.6%	tbc	tbc	19.1%	19.7%	tbc	tbc	iv
744	Gilberd Academy	17.1%	0.9%	1.5%	tbc	tbc	18.0%	18.7%	tbc	tbc	iv
320	Graham James Primary Academy	17.1%	-0.8%	-0.2%	tbc	tbc	16.3%	16.9%	tbc	tbc	iv
670	Great Baddow High Academy	17.1%	3.4%	4.0%	tbc	tbc	20.5%	21.1%	tbc	tbc	iv
682	Great Berry Academy	17.1%	0.2%	0.8%	tbc	tbc	17.3%	17.9%	tbc	tbc	iv
349	Great Clacton CofE Junior School	17.1%	-0.4%	0.2%	tbc	tbc	16.7%	17.3%	tbc	tbc	iv
296	Greensted Junior Academy	17.1%	0.6%	1.2%	tbc	tbc	17.7%	18.3%	tbc	tbc	iv
630	Greensward Academy	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
404	Grove House School - Free School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
361	Grove Wood Primary School	17.1%	2.3%	2.9%	tbc	tbc	19.4%	20.1%	tbc	tbc	iv
716	Great Chesterford Primary Academy	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
683	Hadleigh Infant & Nursery Academy	17.1%	1.1%	1.7%	tbc	tbc	18.2%	18.8%	tbc	tbc	iv
711	Hadleigh Junior School Academy	17.1%	1.6%	2.2%	tbc	tbc	18.7%	19.3%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
763	Hamford Primary School Academy	17.1%	0.2%	0.8%	tbc	tbc	17.3%	17.9%	tbc	tbc	iv
737	Harris Academy Chafford Hundred	17.1%	4.4%	5.0%	tbc	tbc	21.5%	22.2%	tbc	tbc	iv
376	Harris Primary Academy Mayflower	17.1%	3.8%	4.3%	tbc	tbc	20.9%	21.4%	tbc	tbc	iv
745	Harwich and Dovercourt Academy	17.1%	4.1%	4.8%	tbc	tbc	21.2%	21.9%	tbc	tbc	iv
746	Hassenbrook Academy Trust	17.1%	4.4%	5.1%	tbc	tbc	21.5%	22.2%	tbc	tbc	iv
389	Hatfield Heath Primary School	17.1%	3.1%	3.8%	tbc	tbc	20.2%	20.9%	tbc	tbc	iv
327	Hathaway Academy	17.1%	6.3%	6.3%	tbc	tbc	23.4%	23.4%	tbc	tbc	iv
310	Hedingham Academy	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
740	Helena Romanes Sixth Form Academy	17.1%	4.8%	5.5%	tbc	tbc	21.9%	22.6%	tbc	tbc	iv
416	Henry Moore Primary School	17.1%	2.8%	3.5%	tbc	tbc	19.9%	20.6%	tbc	tbc	iv
765	Herringham Primary Sch Academy	17.1%	-0.2%	0.4%	tbc	tbc	16.9%	17.5%	tbc	tbc	iv
304	Heybridge Primary Academy	17.1%	4.9%	5.6%	tbc	tbc	22.0%	22.7%	tbc	tbc	iv
316	Highwood Primary	17.1%	3.4%	4.1%	tbc	tbc	20.5%	21.2%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
684	Hilltop Junior Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
747	Hockerill Academy	17.1%	3.5%	4.1%	tbc	tbc	20.6%	21.2%	tbc	tbc	iv
365	Holt Farm Junior School	17.1%	0.0%	0.5%	tbc	tbc	17.1%	17.7%	tbc	tbc	iv
685	Holy Cross RC Primary Academy	17.1%	0.0%	0.6%	tbc	tbc	17.1%	17.7%	tbc	tbc	iv
671	Honywood Community Academy	17.1%	3.6%	4.2%	tbc	tbc	20.7%	21.3%	tbc	tbc	iv
372	Howbridge CofE Junior School	17.1%	1.8%	2.5%	tbc	tbc	19.0%	19.6%	tbc	tbc	iv
721	Hutton All Saints Academy	17.1%	-1.8%	-1.1%	tbc	tbc	15.4%	16.0%	tbc	tbc	iv
697	Hylands School Academy	17.1%	5.2%	5.9%	tbc	tbc	22.3%	23.0%	tbc	tbc	iv
412	Iceni Academy	17.1%	2.3%	3.0%	tbc	tbc	19.5%	20.1%	tbc	tbc	iv
297	James Hornsby High Academy	17.1%	5.3%	5.3%	tbc	tbc	22.4%	22.4%	tbc	tbc	iv
686	Jotmans Hall Primary Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.8%	tbc	tbc	iv
378	Katherine Semar Infants School	17.1%	1.4%	2.1%	tbc	tbc	18.5%	19.2%	tbc	tbc	iv
379	Katherine Semar Junior School	17.1%	1.2%	1.8%	tbc	tbc	18.3%	19.0%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
293	Kenningtons Primary Academy	17.1%	0.9%	1.5%	tbc	tbc	18.0%	18.6%	tbc	tbc	iv
710	Kents Hill Infant Academy	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
759	Kents Hill Junior Academy	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
673	King Edmund Academy	17.1%	1.6%	2.3%	tbc	tbc	18.7%	19.4%	tbc	tbc	iv
672	King Edward Grammar Academy	17.1%	0.0%	0.5%	tbc	tbc	17.1%	17.7%	tbc	tbc	iv
654	King Harold Business and Enterprise Academy	17.1%	2.8%	3.5%	tbc	tbc	20.0%	20.6%	tbc	tbc	iv
661	King John Academy	17.1%	3.8%	4.5%	tbc	tbc	20.9%	21.6%	tbc	tbc	iv
306	Kingsmoor Primary Academy	17.1%	1.4%	2.1%	tbc	tbc	18.6%	19.2%	tbc	tbc	iv
687	Kingston Primary Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
337	Kirby Primary Academy	17.1%	4.1%	4.8%	tbc	tbc	21.2%	21.9%	tbc	tbc	iv
397	Langham Oaks School	17.1%	3.6%	4.2%	tbc	tbc	20.7%	21.3%	tbc	tbc	iv
764	Lansdowne Primary School Academy	17.1%	0.3%	0.9%	tbc	tbc	17.4%	18.0%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
362	Larchwood Primary School	17.1%	2.7%	3.4%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
413	Latchingdon CofE Primary School	17.1%	2.6%	3.2%	tbc	tbc	19.7%	20.3%	tbc	tbc	iv
385	Latton Green Primary	17.1%	2.1%	2.7%	tbc	tbc	19.2%	19.8%	tbc	tbc	iv
688	Lee Chapel Primary Academy	17.1%	-0.8%	-0.2%	tbc	tbc	16.3%	16.9%	tbc	tbc	iv
395	Leigh Beck Infant & Nursery Academy	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.2%	tbc	tbc	iv
350	Little Parndon Academy	17.1%	6.2%	6.2%	tbc	tbc	23.3%	23.3%	tbc	tbc	iv
386	Longwood Primary Academy	17.1%	4.7%	5.4%	tbc	tbc	21.9%	22.6%	tbc	tbc	iv
762	Lyons Hall Primary School Academy	17.1%	0.3%	0.9%	tbc	tbc	17.4%	18.0%	tbc	tbc	iv
406	Maltese Road Primary School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
632	Maltings Academy	17.1%	7.1%	7.1%	tbc	tbc	24.3%	24.3%	tbc	tbc	iv
732	Manningtree High Academy	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.2%	tbc	tbc	iv
321	Mark Hall School	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv
757	Mayflower High School Academy	17.1%	3.9%	4.6%	tbc	tbc	21.0%	21.7%	tbc	tbc	iv

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			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
415	Maylandsea Primary School	17.1%	3.1%	3.8%	tbc	tbc	20.3%	20.9%	tbc	tbc	iv
352	Meadgate Primary Academy	17.1%	5.3%	5.3%	tbc	tbc	22.4%	22.4%	tbc	tbc	iv
330	Messing Primary School	17.1%	1.9%	2.5%	tbc	tbc	19.0%	19.6%	tbc	tbc	iv
380	Mildmay Junior School	17.1%	1.5%	2.1%	tbc	tbc	18.6%	19.3%	tbc	tbc	iv
390	Mistley Norman CofE Primary School	17.1%	6.0%	6.0%	tbc	tbc	23.1%	23.1%	tbc	tbc	iv
353	Monkwick Infant Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
354	Monkwick Junior Academy	17.1%	2.2%	2.9%	tbc	tbc	19.3%	20.0%	tbc	tbc	iv
368	Montgomerie Primary School	17.1%	2.3%	2.9%	tbc	tbc	19.4%	20.0%	tbc	tbc	iv
739	Moulsham County Junior Academy	17.1%	0.8%	1.4%	tbc	tbc	17.9%	18.5%	tbc	tbc	iv
758	Moulsham High Academy	17.1%	5.0%	5.7%	tbc	tbc	22.1%	22.8%	tbc	tbc	iv
674	Moulsham Infants Academy	17.1%	1.3%	2.0%	tbc	tbc	18.5%	19.1%	tbc	tbc	iv
329	NCB Studio School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
631	New Rickstones Academy	17.1%	7.9%	7.9%	tbc	tbc	25.0%	25.0%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
287	Newlands Spring Primary Academy	17.1%	-0.8%	-0.2%	tbc	tbc	16.3%	16.9%	tbc	tbc	iv
291	Newport Free Grammar Academy	17.1%	6.9%	6.9%	tbc	tbc	24.0%	24.0%	tbc	tbc	iv
382	Northwick Park Primary & Nursery Academy	17.1%	1.1%	1.7%	tbc	tbc	18.2%	18.8%	tbc	tbc	iv
303	Notley Green Academy	17.1%	1.8%	2.4%	tbc	tbc	18.9%	19.5%	tbc	tbc	iv
689	Notley High & Braintree Viiform	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.4%	tbc	tbc	iv
400	Olive AP Academy Thurrock	17.1%	4.0%	4.6%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
408	Ongar Academy	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
638	Ormiston Park Academy	17.1%	5.0%	5.7%	tbc	tbc	22.1%	22.9%	tbc	tbc	iv
712	Ormiston Rivers Academy	17.1%	3.6%	4.3%	tbc	tbc	20.7%	21.4%	tbc	tbc	iv
279	Our Lady Immaculate Primary Academy	17.1%	1.3%	2.0%	tbc	tbc	18.4%	19.1%	tbc	tbc	iv
381	Parkwood Academy	17.1%	3.9%	4.6%	tbc	tbc	21.0%	21.7%	tbc	tbc	iv
713	Passmores Academy Trust	17.1%	0.7%	1.3%	tbc	tbc	17.8%	18.4%	tbc	tbc	iv
369	Pear Tree Mead Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
409	Pemberley Academy	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
748	Philip Morant Academy	17.1%	3.0%	3.7%	tbc	tbc	20.1%	20.8%	tbc	tbc	iv
690	Plumberow Primary Academy	17.1%	1.3%	1.9%	tbc	tbc	18.4%	19.0%	tbc	tbc	iv
749	Plume Academy	17.1%	3.3%	4.0%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
336	Potter Street Primary School	17.1%	-1.0%	-0.4%	tbc	tbc	16.1%	16.7%	tbc	tbc	iv
324	Powers Hall Junior	17.1%	1.6%	2.2%	tbc	tbc	18.7%	19.3%	tbc	tbc	iv
355	Prince Avenue Primary Academy	17.1%	3.3%	4.0%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
318	Purfleet Primary School	17.1%	1.6%	2.3%	tbc	tbc	18.7%	19.4%	tbc	tbc	iv
331	Purford Green	17.1%	3.4%	4.1%	tbc	tbc	20.5%	21.2%	tbc	tbc	iv
356	Purleigh Community Primary School	17.1%	0.2%	0.8%	tbc	tbc	17.3%	17.9%	tbc	tbc	iv
326	Quarry Hill	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
675	R A Butlers Infants Academy	17.1%	-0.1%	0.5%	tbc	tbc	17.0%	17.6%	tbc	tbc	iv
676	R A Butlers Junior Academy	17.1%	3.1%	3.7%	tbc	tbc	20.2%	20.8%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
332	Ravens Academy	17.1%	2.3%	3.0%	tbc	tbc	19.4%	20.1%	tbc	tbc	iv
317	Rayleigh Primary Academy	17.1%	1.3%	1.9%	tbc	tbc	18.4%	19.1%	tbc	tbc	iv
691	Robert Drake Primary Academy	17.1%	2.0%	2.7%	tbc	tbc	19.1%	19.8%	tbc	tbc	iv
357	Rochford Primary School	17.1%	2.6%	3.2%	tbc	tbc	19.7%	20.4%	tbc	tbc	iv
347	Rolph Church of England Primary School	17.1%	0.7%	1.3%	tbc	tbc	17.8%	18.4%	tbc	tbc	iv
407	Roseacres Primary School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
346	Roydon Primary School (Academy)	17.1%	1.9%	2.6%	tbc	tbc	19.0%	19.7%	tbc	tbc	iv
692	Runwell Primary Academy	17.1%	1.4%	2.0%	tbc	tbc	18.5%	19.1%	tbc	tbc	iv
665	Saffron Walden High Academy	17.1%	3.0%	3.7%	tbc	tbc	20.2%	20.8%	tbc	tbc	iv
750	Sandon Academy	17.1%	4.5%	5.2%	tbc	tbc	21.6%	22.3%	tbc	tbc	iv
309	Shaw Primary Academy	17.1%	1.2%	1.8%	tbc	tbc	18.3%	18.9%	tbc	tbc	iv
728	Shenfield High Academy	17.1%	4.5%	5.2%	tbc	tbc	21.6%	22.3%	tbc	tbc	iv
323	Shenfield St Marys	17.1%	2.7%	3.3%	tbc	tbc	19.8%	20.4%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
278	Shoeburyness Academy	17.1%	7.0%	7.0%	tbc	tbc	24.1%	24.1%	tbc	tbc	iv
371	Sir Charles Kao UTC	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
693	South Benfleet Primary Academy	17.1%	2.4%	3.1%	tbc	tbc	19.5%	20.2%	tbc	tbc	iv
703	Southend High School for Boys Academy	17.1%	1.5%	2.1%	tbc	tbc	18.6%	19.2%	tbc	tbc	iv
677	Southend High School for Girls Academy	17.1%	4.5%	5.2%	tbc	tbc	21.6%	22.4%	tbc	tbc	iv
377	Southend YMCA Community Free School	17.1%	-1.8%	-1.1%	tbc	tbc	15.3%	16.0%	tbc	tbc	iv
341	Southminster CofE Primary School	17.1%	3.8%	4.5%	tbc	tbc	20.9%	21.6%	tbc	tbc	iv
694	St Albans RC Primary Academy	17.1%	0.5%	1.1%	tbc	tbc	17.6%	18.2%	tbc	tbc	iv
339	St Andrews Primary School (Weeley)	17.1%	2.7%	3.4%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
751	St Bernards High Academy	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.2%	tbc	tbc	iv
360	St Cedds	17.1%	4.9%	5.6%	tbc	tbc	22.0%	22.7%	tbc	tbc	iv
761	St Christopher Academy	17.1%	2.5%	3.1%	tbc	tbc	19.6%	20.2%	tbc	tbc	iv
333	St Clare's RC Primary School - Clacton	17.1%	4.4%	5.1%	tbc	tbc	21.5%	22.2%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
752	St Cleres Co-Operative Academy	17.1%	0.7%	1.3%	tbc	tbc	17.8%	18.4%	tbc	tbc	iv
733	St Helena Academy	17.1%	3.3%	4.0%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
695	St Helens RC Junior Academy	17.1%	0.5%	1.1%	tbc	tbc	17.6%	18.2%	tbc	tbc	iv
396	St James CofE Primary School - Harlow	17.1%	1.9%	2.5%	tbc	tbc	19.0%	19.7%	tbc	tbc	iv
328	St Lukes RC Academy (Harlow)	17.1%	1.7%	2.3%	tbc	tbc	18.8%	19.4%	tbc	tbc	iv
699	St Marks West Essex Academy	17.1%	2.7%	3.4%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
678	St Martins High Academy	17.1%	3.4%	4.1%	tbc	tbc	20.5%	21.2%	tbc	tbc	iv
312	St Marys Primary Academy Kelvedon	17.1%	3.4%	4.1%	tbc	tbc	20.6%	21.2%	tbc	tbc	iv
283	St Teresa's Academy Colchester	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
343	St Teresa's Catholic Primary School - Basildon	17.1%	1.6%	2.2%	tbc	tbc	18.7%	19.3%	tbc	tbc	iv
282	St Thomas More Academy Saffron Walden	17.1%	1.1%	1.7%	tbc	tbc	18.2%	18.8%	tbc	tbc	iv
753	St Thomas More High Academy	17.1%	5.4%	6.1%	tbc	tbc	22.5%	23.3%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
754	St Thomas More Academy Colchester	17.1%	1.9%	2.6%	tbc	tbc	19.0%	19.7%	tbc	tbc	iv
391	Stambridge Primary School	17.1%	2.3%	2.9%	tbc	tbc	19.4%	20.0%	tbc	tbc	iv
322	Stanford-Le-Hope Primary	17.1%	1.3%	1.9%	tbc	tbc	18.4%	19.0%	tbc	tbc	iv
734	Stanway Academy	17.1%	3.1%	3.8%	tbc	tbc	20.2%	20.9%	tbc	tbc	iv
717	Stewards Academy	17.1%	4.1%	4.8%	tbc	tbc	21.2%	21.9%	tbc	tbc	iv
402	Stifford Clays	17.1%	3.9%	4.6%	tbc	tbc	21.0%	21.7%	tbc	tbc	iv
284	Stifford Primary Academy	17.1%	0.3%	0.9%	tbc	tbc	17.4%	18.0%	tbc	tbc	iv
718	Stisted Primary Academy	17.1%	0.2%	0.8%	tbc	tbc	17.3%	17.9%	tbc	tbc	iv
315	Sweyne Park Academy	17.1%	4.2%	4.8%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
311	Tabor Science Academy	17.1%	7.0%	7.0%	tbc	tbc	24.1%	24.1%	tbc	tbc	iv
417	Takeley Primary School	17.1%	3.5%	4.2%	tbc	tbc	20.7%	21.3%	tbc	tbc	iv
288	Tendring Enterprise Free School	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
698	Tendring Tech College Academy	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
300	Thameside Primary Academy	17.1%	-0.4%	0.2%	tbc	tbc	16.7%	17.3%	tbc	tbc	iv
659	The Appleton Academy	17.1%	3.3%	3.9%	tbc	tbc	20.4%	21.1%	tbc	tbc	iv
305	The Bromfords Academy	17.1%	4.5%	5.2%	tbc	tbc	21.7%	22.3%	tbc	tbc	iv
394	The Fitzwimarc School	17.1%	4.9%	5.6%	tbc	tbc	22.1%	22.8%	tbc	tbc	iv
609	The Gateway Academy	17.1%	-2.8%	-1.1%	tbc	tbc	14.3%	16.0%	tbc	tbc	iv
662	The Ockendon Academy	17.1%	1.3%	1.9%	tbc	tbc	18.4%	19.0%	tbc	tbc	iv
280	The Pioneer School	17.1%	0.8%	1.4%	tbc	tbc	17.9%	18.5%	tbc	tbc	iv
335	The Ramsey Academy, Halstead	17.1%	1.7%	2.3%	tbc	tbc	18.8%	19.4%	tbc	tbc	iv
735	Thomas Lord Audley Academy	17.1%	2.9%	3.6%	tbc	tbc	20.0%	20.7%	tbc	tbc	iv
719	Thriftwood Primary Academy	17.1%	1.6%	2.2%	tbc	tbc	18.7%	19.3%	tbc	tbc	iv
383	Thundersely Primary School	17.1%	2.2%	2.8%	tbc	tbc	19.3%	19.9%	tbc	tbc	iv
755	Thurstable Academy	17.1%	2.6%	3.3%	tbc	tbc	19.7%	20.4%	tbc	tbc	iv
359	Tilbury Pioneer Academy	17.1%	5.8%	5.8%	tbc	tbc	22.9%	22.9%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
363	Tudor Court Primary Academy	17.1%	2.9%	3.5%	tbc	tbc	20.0%	20.7%	tbc	tbc	iv
715	Tyrrells Primary Academy	17.1%	-0.4%	0.1%	tbc	tbc	16.7%	17.3%	tbc	tbc	iv
373	Unity Primary Academy	17.1%	1.9%	2.5%	tbc	tbc	19.0%	19.7%	tbc	tbc	iv
375	Water Lane Primary Academy	17.1%	1.6%	2.3%	tbc	tbc	18.8%	19.4%	tbc	tbc	iv
392	Waterman Primary School	17.1%	6.8%	6.8%	tbc	tbc	23.9%	23.9%	tbc	tbc	iv
664	West Hatch High Academy	17.1%	3.0%	3.6%	tbc	tbc	20.1%	20.8%	tbc	tbc	iv
679	Westborough Primary Academy	17.1%	-1.3%	-0.7%	tbc	tbc	15.8%	16.4%	tbc	tbc	iv
680	Westcliff High Boys Academy	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
702	Westcliff High Girls Academy	17.1%	5.0%	5.7%	tbc	tbc	22.1%	22.8%	tbc	tbc	iv
714	Westerings Primary Academy	17.1%	-0.9%	-0.3%	tbc	tbc	16.2%	16.8%	tbc	tbc	iv
696	Westwood Primary Academy	17.1%	1.0%	1.6%	tbc	tbc	18.1%	18.7%	tbc	tbc	iv
286	White Hall Academy	17.1%	-1.4%	-0.8%	tbc	tbc	15.7%	16.3%	tbc	tbc	iv
722	Wickford CofE Academy	17.1%	-0.6%	0.0%	tbc	tbc	16.5%	17.1%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18 H1	2017/18 H2	2018/19	2019/20	
660	William De Ferrers Academy	17.1%	3.5%	4.2%	tbc	tbc	20.6%	21.3%	tbc	tbc	iv
756	William Edwards Academy	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
370	Willow Brook Primary School and Nursery	17.1%	3.0%	3.7%	tbc	tbc	20.2%	20.8%	tbc	tbc	iv
405	Winter Gardens Academy	17.1%	0.3%	0.9%	tbc	tbc	17.4%	18.0%	tbc	tbc	iv
387	Woodham Ley Primary School	17.1%	2.8%	3.4%	tbc	tbc	19.9%	20.6%	tbc	tbc	iv
399	Woodlands School	17.1%	0.6%	1.2%	tbc	tbc	17.7%	18.3%	tbc	tbc	iv
308	Woodside Primary Academy	17.1%	-0.7%	-0.1%	tbc	tbc	16.4%	17.0%	tbc	tbc	iv
342	Woodville School	17.1%	1.3%	1.9%	tbc	tbc	18.4%	19.0%	tbc	tbc	iv

Notes

The notes below detail what the specific notes refer to in the table above:

- We understand that employers with this note have agreed with the administering authority that they will prepay an element of their contributions by making a single lump payment in April 2017. If they do not make the lump sum payment by 30 April 2017, then interest will be applied to the above amounts.
- We understand that employers with this note have agreed with the administering authority that they will prepay an element of their contributions by making lump sum payments at the start of each year (i.e. in April 2017, April 2018 and April 2019). If they do not make the lump sum payments by 30 April in the period they are due, then interest will be applied to the above amounts.

- iii. We understand that Area Reviews are currently in progress with some further education employers in the Fund. Pending the results of these Area Reviews we will then set contributions for 2018/19 and 2019/20.
- iv. The Fund is currently moving academies into a single funding pool with the aim of moving all academies to a single rate. We understand that further dialogue with academies is expected in May 2017. Following the completion of these discussions we will issue an updated schedule of contributions for the period 1 April 2018 to 31 March 2020. In the table above, 2017/18 H1 refers to the period 1 April 2017 to 31 August 2017 and 2017/18 H2 refers to the period 1 September 2017 to 31 March 2018.
- v. We understand that there are ongoing discussions between these employers and the administering authority with this note so that the final contributions will be set at a later date.

Post valuation employers

A number of employers joined the Fund on or after 1 April 2016 and their rates were certified at their date of joining and have been reviewed as part of the 2016 valuation process. The table summarises the start dates and contributions required from these employers where known.

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Contractors									
825	Allied Healthcare Ltd – Mid Essex	19.4%	-	-	-	19.4%	19.4%	19.4%	
826	Allied Healthcare Ltd – North East Essex	19.4%	-	-	-	19.4%	19.4%	19.4%	
827	Allied Healthcare Ltd – South West Essex	19.4%	-	-	-	19.4%	19.4%	19.4%	
828	Allied Healthcare Ltd – West Essex	19.4%	-	-	-	19.4%	19.4%	19.4%	
842	Ecocleen Services Ltd (Ramsey Academy)	27.8%	-5.0%	-3.8%	-2.0%	22.8%	24.0%	25.8%	
847	Ecocleen Services Ltd (Richard De Clare Academy)	17.2%	-4.4%	-3.4%	-2.4%	12.8%	13.8%	14.8%	
844	HTS (Property and Environment) Ltd	21.8%	-	-	-	21.8%	21.8%	21.8%	
834	Millard House Care Ltd	25.2%	-4.2%	-3.2%	-2.2%	21.0%	22.0%	23.0%	
838	Schools Office Services	28.1%	-4.6%	-3.1%	-1.6%	23.5%	25.0%	26.5%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
824	Schools Plus	18.5%	-1.5%	-	+1.5%	17.0%	18.5%	20.0%	
846	Servest Group Ltd	20.4%	-	-	-	20.4%	20.4%	20.4%	
Town and parish councils									
608	Ashingdon Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
831	Boreham Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
821	Canewdon Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
598	Feering Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
832	Great Horkesley Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
835	Great Waltham Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
830	Little Baddow Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
649	Little Waltham Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
829	Mayland Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
833	Nazeing Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
822	Purleigh Parish Council	19.6%	-2.9%	-0.4%	2.1%	16.7%	19.2%	21.7%	
840	Silver End Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
75	Tollesbury Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	
843	West Bergholt Parish Council	19.6%	0.3%	1.2%	2.1%	19.9%	20.8%	21.7%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18	2018/19	2018/19	2019/20	
Academies											
421	Alton Park Academy	17.1%	3.1%	3.8%	tbc	tbc	20.2%	20.9%	tbc	tbc	iv
441	Arthur Bugler Primary School	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
448	Bardfield Primary & Nursery School	17.1%	3.5%	4.1%	tbc	tbc	20.6%	21.3%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18	2018/19	2018/19	2019/20	
458	Barling Magna Community Primary School	17.1%	3.5%	4.1%	tbc	tbc	20.6%	21.2%	tbc	tbc	iv
442	Blenheim Primary School & Children's Centre	17.1%	5.8%	5.8%	tbc	tbc	22.9%	22.9%	tbc	tbc	iv
457	Bournemouth Park Primary School	17.1%	5.6%	6.3%	tbc	tbc	22.7%	23.4%	tbc	tbc	iv
443	Bournes Green Infant School	17.1%	4.7%	5.4%	tbc	tbc	21.8%	22.5%	tbc	tbc	iv
438	Camulos Academy	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
447	Chadwell St Mary Primary School	17.1%	3.2%	3.9%	tbc	tbc	20.3%	21.0%	tbc	tbc	iv
456	Debden C of E Primary Academy	17.1%	2.8%	3.3%	tbc	tbc	19.9%	20.4%	tbc	tbc	iv
432	Diocese of Chelmsford Vine Schools	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
440	Friars Primary School & Nursery	17.1%	5.5%	6.2%	tbc	tbc	22.6%	23.3%	tbc	tbc	iv
459	Great Wakering Primary Academy	17.1%	3.5%	4.1%	tbc	tbc	20.6%	21.2%	tbc	tbc	iv
427	Hamstel Infant School & Nursery	17.1%	5.2%	5.9%	tbc	tbc	22.3%	23.0%	tbc	tbc	iv
428	Hamstel Junior School	17.1%	5.7%	5.7%	tbc	tbc	22.8%	22.8%	tbc	tbc	iv
446	Hinguar Primary School	17.1%	3.6%	4.3%	tbc	tbc	20.8%	21.4%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18	2018/19	2018/19	2019/20	
422	Holland Park Academy	17.1%	2.3%	2.9%	tbc	tbc	19.4%	20.0%	tbc	tbc	iv
460	Kings Road	17.1%	2.8%	3.3%	tbc	tbc	19.9%	20.4%	tbc	tbc	iv
461	Lawford Mead Primary	17.1%	4.2%	4.9%	tbc	tbc	21.3%	22.0%	tbc	tbc	iv
430	Larkrise Primary School	17.1%	4.3%	5.0%	tbc	tbc	21.4%	22.1%	tbc	tbc	iv
439	Lubbins Park	17.1%	4.0%	4.7%	tbc	tbc	21.1%	21.8%	tbc	tbc	iv
445	Magna Carta Primary Academy	17.1%	3.3%	3.8%	tbc	tbc	20.4%	20.9%	tbc	tbc	iv
453	Market Field School	17.1%	2.6%	3.2%	tbc	tbc	19.7%	20.4%	tbc	tbc	iv
435	Merrylands Primary School	17.1%	2.3%	3.0%	tbc	tbc	19.4%	20.1%	tbc	tbc	iv
429	Northlands Primary School & Nursery	17.1%	2.4%	3.1%	tbc	tbc	19.5%	20.2%	tbc	tbc	iv
454	Perryfields Junior School	17.1%	3.9%	4.6%	tbc	tbc	21.0%	21.7%	tbc	tbc	iv
418	Porters Grange	17.1%	4.7%	5.4%	tbc	tbc	21.8%	22.5%	tbc	tbc	iv
420	Ramsden Hall School	17.1%	2.9%	3.6%	tbc	tbc	20.0%	20.7%	tbc	tbc	iv
444	Richard de Clare Community School	17.1%	3.2%	3.9%	tbc	tbc	20.3%	21.0%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18	2018/19	2018/19	2019/20	
431	Ryedene Primary School	17.1%	2.9%	3.5%	tbc	tbc	20.0%	20.6%	tbc	tbc	iv
455	Shalford Primary School	17.1%	2.8%	3.3%	tbc	tbc	19.9%	20.4%	tbc	tbc	iv
433	Sir Martin Frobisher Academy	17.1%	0.6%	1.2%	tbc	tbc	17.7%	18.3%	tbc	tbc	iv
451	St James Cof E Primary School Colchester	17.1%	2.7%	3.4%	tbc	tbc	19.8%	20.5%	tbc	tbc	iv
452	St Margaret's CofE Primary School Bowers Clifford	17.1%	4.9%	5.6%	tbc	tbc	22.0%	22.7%	tbc	tbc	iv
423	St Osyth CofE Primary School	17.1%	3.4%	4.1%	tbc	tbc	20.5%	21.2%	tbc	tbc	iv
424	Templars Primary & Nursery	17.1%	2.6%	3.2%	tbc	tbc	19.7%	20.3%	tbc	tbc	iv
425	The Deanes School	17.1%	2.8%	3.3%	tbc	tbc	19.9%	20.4%	tbc	tbc	iv
426	The Phoenix Primary School & Nursery	17.1%	3.3%	3.9%	tbc	tbc	20.4%	21.0%	tbc	tbc	iv
437	The Willows Primary School	17.1%	3.2%	3.8%	tbc	tbc	20.3%	20.9%	tbc	tbc	iv
449	Thorpe Greenways Infant School	17.1%	5.1%	5.8%	tbc	tbc	22.2%	22.9%	tbc	tbc	iv
450	Thorpe Greenways Junior School	17.1%	4.1%	4.8%	tbc	tbc	21.2%	21.9%	tbc	tbc	iv

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)				Total contributions (% pay plus monetary adjustment)				Specific notes
			2017/18 H1	2017/18 H2	2018/19	2019/20	2017/18	2018/19	2018/19	2019/20	
434	Thorpedene Primary School	17.1%	3.2%	3.9%	tbc	tbc	20.4%	21.0%	tbc	tbc	iv
419	West Leigh Junior School	17.1%	5.3%	5.3%	tbc	tbc	22.5%	22.5%	tbc	tbc	iv
285	West Thurrock Academy	17.1%	-0.3%	0.3%	tbc	tbc	16.8%	17.4%	tbc	tbc	iv
436	Whitmore Primary School & Nursery	17.1%	3.0%	3.6%	tbc	tbc	20.1%	20.8%	tbc	tbc	iv

Any other employer that joined the Fund after 31 March 2016 and is not listed in the tables above will be advised of their contribution rates separately.