

HEALTH WEALTH CAREER



# ACTUARIAL VALUATION REPORT

SHROPSHIRE COUNTY  
PENSION FUND

AS AT 31 MARCH 2016

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# 1

## INTRODUCTION

This report is addressed to the Administering Authority of the Shropshire County Pension Fund (“the Administering Authority”) and is provided to meet the requirements of Regulation 62 of the Local Government Scheme Regulations 2013 (as amended) (“the Regulations”). It describes the factors considered by the Administering Authority when carrying out the actuarial valuation as at 31 March 2016 and the decisions reached as a result.

The purpose of the actuarial valuation is for the Administering Authority to determine:

- The expected cost of providing the benefits built up by members at the valuation date (the “liabilities”), and compare this against the funds held by the Fund (the “assets”).
- The contributions needed to cover the cost of the benefits that active members will build up in the future and other costs incurred in running the Fund (the ‘Primary Contribution Rate’).
- An appropriate plan for making up the shortfall if the Fund has less assets than liabilities. This plan will cover the amounts which will need to be paid (the ‘Secondary Contribution Rate’) and the timeframe over which they will be paid (‘the Recovery Period’).

SIGNATURE




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DATE

31 March 2017

**This report uses various technical terms. These are explained in more detail in the explanatory boxes which appear throughout this report, and in the Glossary at Appendix I.**

This report has been prepared in accordance with the version of the *Pensions Technical Actuarial Standard* current at the date this report is signed. It also complies with the relevant requirements of *Technical Actuarial Standards R: Reporting Actuarial Information, D: Data and M: Modelling*, where they apply to this report. These Standards are all issued by the Financial Reporting Council. The calculations referred to in the report use methods and assumptions appropriate for reviewing the financial position of the Fund and determining a contribution rate for the future. Mercer does not accept liability to any third party in respect of this report; nor do we accept liability to the Administering Authority if the information provided in this report is used for any purpose other than that stated. The report may be disclosed to members and others who have a statutory right to see it. It may also be disclosed to any participating employer and, if the Administering Authority and Mercer consent, it may be disclosed to other third parties.

# 2

## FUNDING STRATEGY – KEY ELEMENTS

Fundamental to the valuation results is the funding strategy adopted by the Fund. This funding strategy is set out in a specific document (the Funding Strategy Statement or FSS for short) which is one of the Administering Authority's key governance documents for the Fund. In essence, the FSS sets out an overview of the approach to be used for the actuarial valuation. Amongst other things it outlines the assumptions, both economic and demographic, to be used in calculating the value of the liabilities built up and the contributions required to correct any funding shortfall, and the contribution rate required to fund the benefits for future service. It also sets out the strategy for making good any funding shortfall, in particular how any shortfall is expected to be financed in terms of the balance between future contributions and future investment returns, and the period over which any shortfall is expected to be recovered.



The FSS is the Administering Authority's key governance document in relation to the actuarial valuation. It sets out the funding policies adopted, the actuarial assumptions used, and the timescales over which deficits will be paid off. Employers are consulted about the FSS as part of the actuarial valuation process.

The principal elements of the funding strategy adopted for this actuarial valuation are as follows:

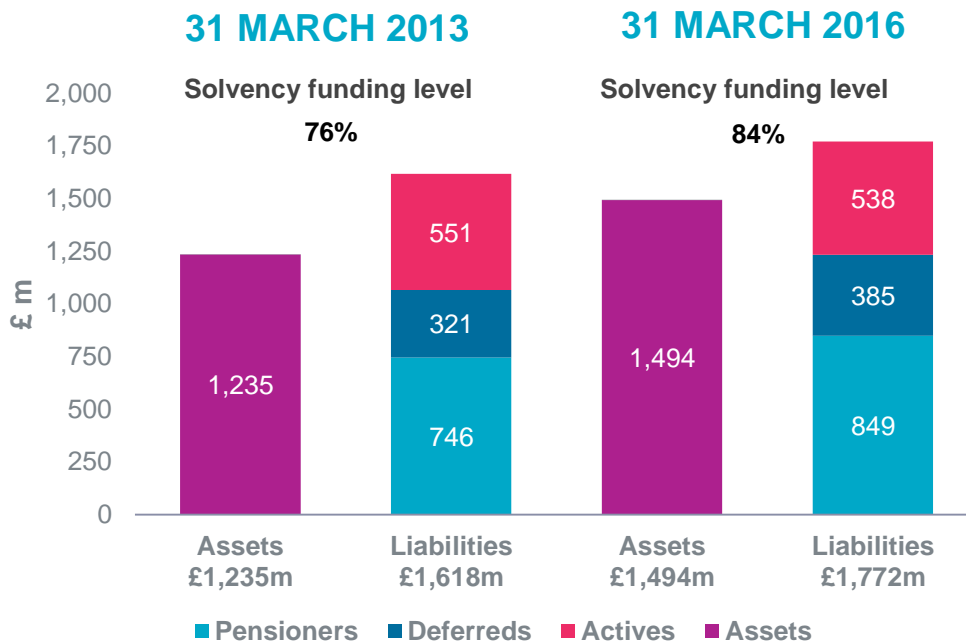
- Assumed rate of future CPI inflation – 2.2% p.a., based on the yields available on gilts and index-linked gilts of appropriate duration less an adjustment of 1% p.a. to allow for the difference between market-implied future RPI and estimated future CPI inflation
- Real investment returns over and above CPI for past service – 2.35% p.a., based on the anticipated real returns achievable on the Fund's expected long-term investment strategy with a suitable margin for prudence.
- Real investment returns over and above CPI for future service – 2.75% p.a., based on the anticipated real returns achievable on future invested contributions.
- Future pay growth – 1% p.a. over the 4 years to April 2020, taking into account the government's policy on pay restraint in the public sector, and then 1.5% p.a. over and above CPI in the longer term.
- Baseline life expectancy based on a scheme-specific mortality study.
- Future mortality improvements based on the CMI 2015 model with a long-term improvement trend of 1.5% p.a.
- An average recovery period for making good any shortfall of approximately 22 years. The FSS sets out the circumstances in which this might vary from one employer to another.

# 3

## KEY RESULTS OF THE FUNDING ASSESSMENT

### SOLVENCY FUNDING POSITION


The table below compares the assets and liabilities of the Fund at 31 March 2016. Figures are also shown for the last valuation as at 31 March 2013 for comparison.



The liability value at 31 March 2016 shown in the table above is known as the Fund’s “solvency funding target”. The solvency funding target is calculated using assumptions that the Administering Authority has determined are appropriate having consulted with the actuary, and are also set out in the Administering Authority’s Funding Strategy Statement (FSS).

The chart shows that at 31 March 2016 there was a shortfall of £278m against the Fund’s solvency funding target. An alternative way of expressing the position is that the Fund’s assets were sufficient to cover 84% of its liabilities – this percentage is known as the solvency funding level of the Fund.

At the previous valuation at 31 March 2013 the shortfall was £383m, equivalent to a solvency funding level of 76%. The key reasons for the changes between the two valuations are considered in Section 4.




The LGPS Regulations require the contributions to be set so as to secure the Fund’s solvency and long-term cost efficiency. In this context solvency means being able to meet the liabilities as and when they arise, with long-term cost efficiency meaning that contribution levels should not be set so as to give rise to additional costs at a later date. In practice, contribution levels have been set so as to target a solvency funding level of 100%, based on the funding parameters outlined in Section 2 above.

Further details of the way in which the solvency funding target has been calculated are set out in Appendix A.

### PRIMARY CONTRIBUTION RATE

The valuation looks at the normal employer contribution rate required to cover the cost of the benefits (including death benefits and expenses) that will be built up over the year after the valuation date (the “Primary Contribution Rate”). A summary of the assumptions used is provided in Appendix A.



The “Primary rate” of the employers’ contribution is the contribution rate required to meet the cost of the future accrual of benefits including ancillary, death in service and ill health benefits together with administration costs.

The table below gives a breakdown of the Primary Contribution Rate at 31 March 2016 and also shows the corresponding rate at 31 March 2013 for comparison. In calculating the average Primary Contribution Rate we have not made any allowance for future members to opt for the 50:50 scheme.

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the governing Regulations (see Appendix D).


PRIMARY CONTRIBUTION RATE	% of Pensionable Pay	
	31 March 2016	31 March 2013
Normal Contribution rate for retirement and death benefits	20.6	19.8
Allowance for administrative expenses	0.6	0.5
Total normal contribution rate	21.2	20.3
Average member contribution rate	6.3	6.3
Primary contribution rate	14.9*	14.0

*\* In line with updated CIPFA guidance, the 2016 Primary Contribution Rate is the weighted average of the individual employer Primary Contribution Rates as derived based on their individual circumstances (e.g. whether or not they are closed to new entrants).*

### CORRECTING THE SHORTFALL – SECONDARY CONTRIBUTION RATE

The funding objective as set out in the FSS is to achieve and maintain a solvency funding level of 100% of liabilities (the solvency funding target). In line with the FSS, where a shortfall exists at the effective date of the valuation a deficit recovery plan will be put in place which requires additional contributions to correct the shortfall (or contribution reductions to refund any surplus).

The FSS sets out the process for determining the recovery plan in respect of each employer. At this actuarial valuation the average deficit recovery period adopted is approximately 22 years, and the total initial recovery payment (the “Secondary rate” for 2017/18) is approximately £14.4m per annum in £ terms (which also includes allowance for some employers to phase in any increases).



The “Secondary rate” of the employers’ contribution is an adjustment to the Primary rate to reflect any past service deficit or surplus, to arrive at the rate the employers are required to pay.

# 4

## EXPERIENCE SINCE LAST VALUATION

### SUMMARY OF KEY INTER-VALUATION EXPERIENCE

The last actuarial valuation was carried out with an effective date of 31 March 2013. With effect from 1 April 2014 the scheme's benefit structure changed from a Final Salary Scheme to a Career Average Revalued Earnings (CARE) Scheme, and the 2013 actuarial valuation took these changes into account.

The average Pensionable Salary increase for the Fund members who were in service for the whole of the inter-valuation period was 3.1% per annum.

Pensions in payment (in excess of Guaranteed Minimum Pensions (GMPs)) were increased as guaranteed under the Fund as follows:

- April 2014 2.7%
- April 2015 1.2%
- April 2016 0%

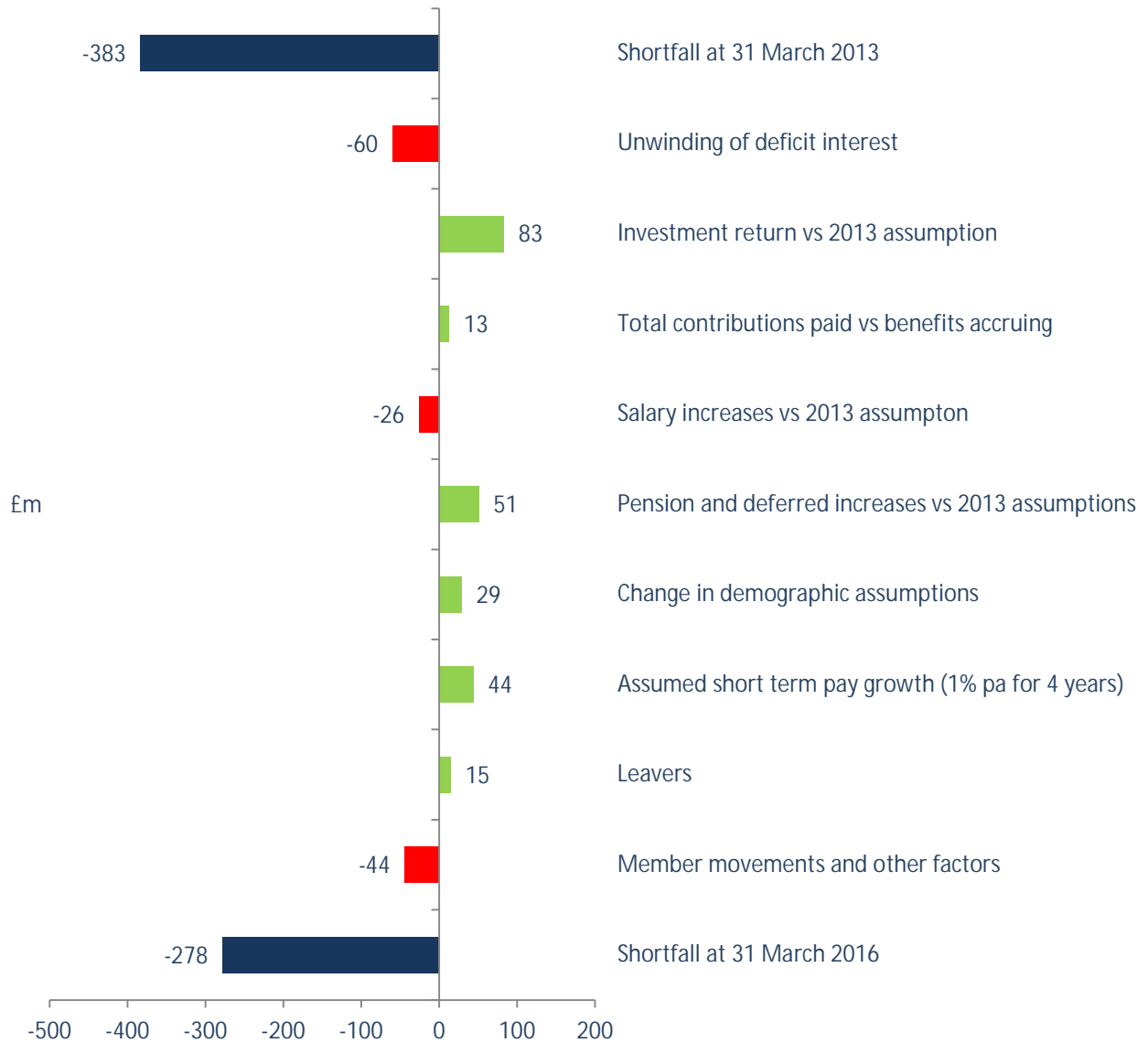
Over the intervaluation period, benefit inflation has averaged 1.3% p.a. Over the three years to 31 March 2016 the investment return on the Fund's assets has averaged 7.2% per annum (a mixture of net and gross returns), meaning that the average real return has been about 5.9% p.a.



The outcomes from the valuation are determined both by the assumptions adopted for the future, and the Fund's historic experience relative to assumptions made in the past. In this section we consider the effect of the Fund's experience over the last three years.

### REASONS FOR THE CHANGE IN FUNDING POSITION SINCE THE LAST ACTUARIAL VALUATION

The shortfall at the last valuation date was £383m. The chart below sets out the main reasons for the change in the shortfall between 31 March 2013 and 31 March 2016.





# 5

## CASHFLOWS, RISKS AND ALTERNATIVE FUNDING POSITIONS

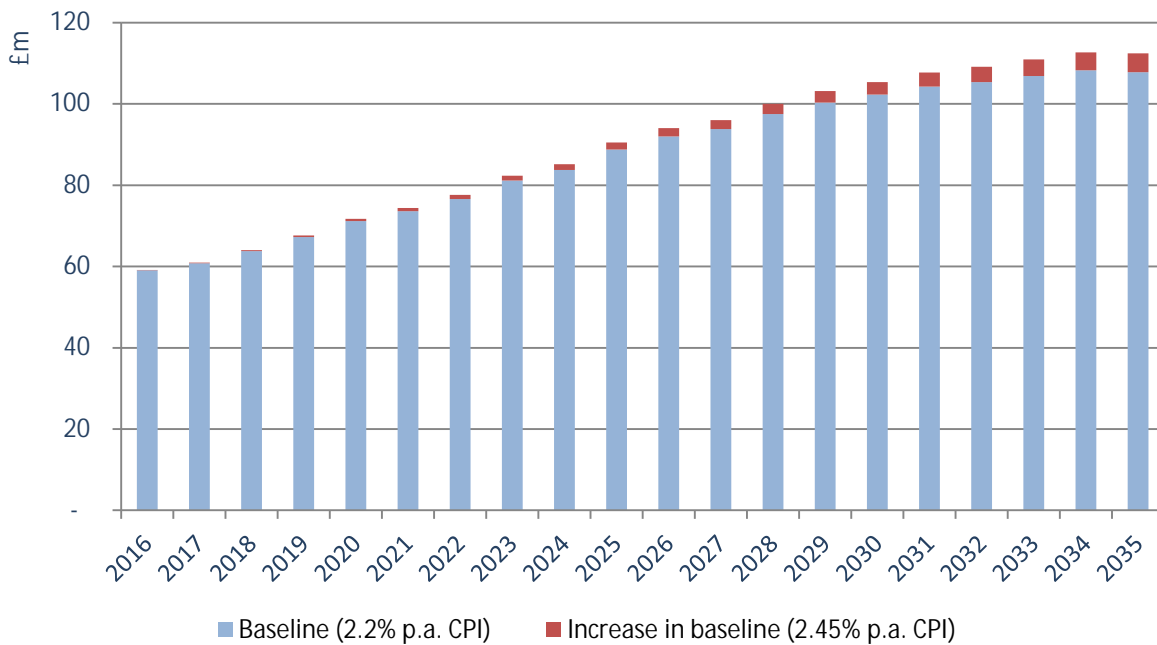
### BENEFIT CASHFLOWS

The projected benefit cashflows which result from applying the past service assumptions as set out in Section 2 are shown in the chart below. The additional red elements set out how those projected benefit cashflows would change if we were to assume inflation of 0.25% p.a. higher than the assumption of 2.2% p.a. used for the actuarial valuation. Over the 20 years following the valuation date, the extra benefit payments which would result from the extra 0.25% p.a. inflation assumption are projected to be £40m.



The actuarial valuation process is principally concerned with projecting all the benefit cashflows into the future, and then converting them into current day values by discounting them to allow for assumed future investment returns. The chart shows those projected cashflows, and also illustrates how sensitive they are to the future inflation assumption.

Projected benefit cashflows



## PROJECTED FUNDING POSITION AT NEXT ACTUARIAL VALUATION

As part of this valuation, the Administering Authority has set a maximum recovery plan to pay off the shortfall of approximately 22 years. The next actuarial valuation will take place with an effective date of 31 March 2019. If experience up to that date is in line with the assumptions made for this current actuarial valuation and contributions are paid at the agreed rates or amounts, the shortfall at 31 March 2019 would be £270m, equivalent to a funding level of 87%.

## MATERIAL RISKS FACED BY THE FUND

The Fund is subject to some potentially material risks that are, to an extent, outside the Administering Authority's control, but could affect the funding level. Any material worsening of the funding level will mean more contributions are needed (either at an increased rate or at the same rate over a longer period) to be able to provide the benefits built up in the Fund – unless experience acts in other ways to improve the funding level. Examples of such risks, and how the Administering Authority manages them, are:

- If an Employer becomes unable to pay contributions or to make good deficits in the future, the Fund's assets will be lower than expected and the funding level will be worse than expected. The Administering Authority regularly monitors the financial strength of the Employers so that actions can be taken to mitigate (but not fully remove) the risk.
- If future investment returns on assets are lower than assumed in the valuation, the Fund's assets will be lower, and the funding level worse, than expected. The Administering Authority has a process in place to monitor investment performance quarterly, and it reviews the Fund's investment strategy alongside each actuarial valuation.
- If improvements in life expectancy are greater than assumed, the cost of benefits will increase because members are living longer than expected. This will mean the funding level will be worse than expected. The Administering Authority regularly reviews the Fund's experience and ensures that the assumptions it makes about members' life expectancy take the most recent information available into account.
- If members make decisions about their options which increase the Fund's liabilities, the funding level will be worse than expected. An example would be if members commute less possible pension for cash, than is being assumed. The Administering Authority reviews the Fund's experience at each valuation to ensure that their treatment of member options remains appropriate.

## SENSITIVITY OF FUNDING POSITION TO CHANGES IN KEY ASSUMPTIONS

The value placed on the Fund's liabilities is critically dependent on the assumptions used to carry out the calculations. If future experience differs from the assumptions the Administering Authority has used after consulting with the Employers, then the projected future funding level will be different from the level described above.

To illustrate how sensitive the funding level is to experience being different from assumed, the table below shows how the valuation results at 31 March 2016 would have differed given small changes in the key assumptions.

ASSUMPTION CHANGE	CHANGE IN SHORTFALL AT 31 MARCH 2016 (£M)	RESULTANT SHORTFALL AT 31 MARCH 2016 (£M)
Original solvency funding position	-	278
Real investment return 0.25% lower than assumed	78	356
Pensionable Salary growth 0.25% higher than assumed	11	289
Members live one year longer than assumed	38	316
Growth assets fall by 25%	272	550

### MINIMUM RISK FUNDING POSITION

In assessing the value of the Fund's liabilities (the funding target), allowance has been made for investment returns as described in Appendix A, taking into account the investment strategy adopted by the Fund, as set out in the Fund's Investment Strategy Statement (ISS).

It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected liability outgo. However, it is possible to construct a portfolio which closely matches the liabilities and represents the minimum risk investment position. Such a portfolio would consist mainly of a mixture of long-term index-linked and fixed interest gilts. Investment of the Fund's assets in line with the minimum risk portfolio would minimise fluctuations in the Fund's ongoing funding level between successive actuarial valuations.

If, at the valuation date, the Fund had been invested in this portfolio, then in carrying out the valuation it would not be appropriate to make any allowance for out-performance of the Fund investments. In this event the value of the liabilities would have increased substantially, to £2,787m, and the funding level would have reduced correspondingly to 54%. If the actuarial assumptions are borne out in practice, the projected funding level on this basis at the next actuarial valuation would be slightly lower at 52%.

The value of the liabilities on the solvency funding target assumptions was £1,772m, which is £1,015m less than the value on the minimum risk basis. The funding plan is therefore making allowance for future investment returns of £1,015m over and above those available from the minimum risk investment portfolio.

# APPENDICES



# A

## ASSUMPTIONS

### HOW THE BENEFITS ARE VALUED

In order to calculate the liabilities, there is a need to make assumptions about various factors that affect the cost of the benefits provided by the Fund – for example, how long members will live, or the future level of inflation. The table below explains the key assumptions being made in the valuation.

ASSUMPTION	WHY IT IS IMPORTANT AND HOW IT IMPACTS ON THE LIABILITIES
<b>Discount rate</b>	<p>The majority of benefits in a pension fund are paid many years in the future. In the period before the benefits are paid, the Administering Authority invest the funds held by the fund with the aim of achieving a return on those funds. When calculating how much money is needed now to make these benefit payments, it is appropriate to make allowance for the investment return that is expected to be earned on these funds. This is known as “discounting”.</p> <p>The higher the investment return achieved, the less money needs to be set aside now to pay for benefits. The calculation reflects this by placing a lower value on the liabilities if the “discount rate” is higher.</p>
<b>Inflation</b>	<p>Pensions in payment increase in line with price inflation. Salary growth is also normally linked to price inflation in the long term. A higher inflation assumption will, all other things being equal, lead to a higher value being placed on the liabilities.</p>
<b>Pensionable Salary growth</b>	<p>Benefits earned prior to 1 April 2014 for active members are based on their salaries immediately before retirement, so it is necessary to make an assumption about future Pensionable Salary growth. The higher this assumption, the higher the value placed on the liabilities for active members.</p>
<b>Life expectancy</b>	<p>Pensions are paid while the member (and potentially their spouse or partner) is alive. The longer people live, the greater is the cost of providing a pension. Allowing for longer life expectancy therefore increases the liabilities.</p>

The liabilities of the Fund are calculated projecting forward all of the future benefit cashflows and discounting them back to the effective date of the valuation, using these assumptions. For example, the liability for a single pensioner is calculated by estimating the amount of each pension payment they will receive in the future, multiplying by the probability that the member will still be alive by the date of each payment, and then discounting each payment back to the effective date of the valuation; and then summing up all of these discounted amounts. The liabilities for the whole Fund are calculated by summing the liabilities for each of the individual members.

## FINANCIAL ASSUMPTIONS USED TO CALCULATE THE FUNDING TARGET

The table below summarises the key financial assumptions used in the calculation of the funding target and those used for the 31 March 2013 actuarial valuation.


FINANCIAL ASSUMPTIONS	31 March 2016	31 March 2013
Discount rate	4.55% p.a.	4.95% p.a.
Price inflation (CPI)	2.2% p.a.	2.6% p.a.
Salary increases (short term)	1% p.a. for 4 years	1% p.a. for 3 years
Salary increases (long term)	3.7% p.a.	4.1% p.a.
Pension increases in payment:	2.2% p.a.	2.6% p.a.

## DEMOGRAPHIC ASSUMPTIONS USED

### Post-retirement Mortality

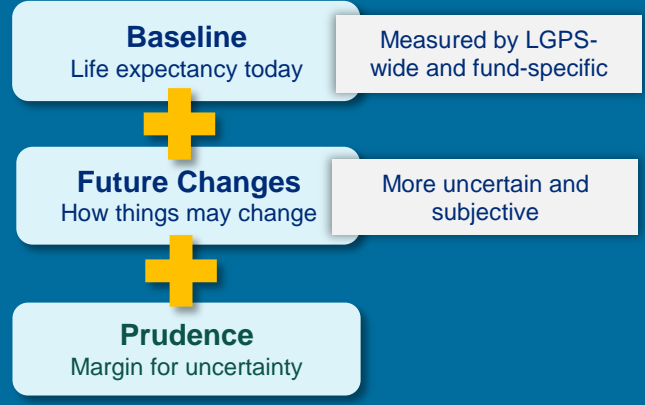
Mortality (or life expectancy) tables are typically made up of three elements: a baseline table (equivalent to the expected current mortality), an allowance for future improvements, and a margin for prudence. Very few pension funds are large enough for them to be able to determine a bespoke set of baseline assumptions based purely on the scheme’s own membership experience. Typically, the life expectancy assumptions are set by benchmarking a fund’s membership profile and mortality experience against larger external datasets. For this actuarial valuation, we have benchmarked the fund’s membership profile and experience against the “S2 tables” published by the CMI. We have applied

weightings and age ratings as appropriate to adjust the standard tables so as to arrive at assumptions which are appropriate for the Fund. We have generally used the S2PA tables, other than for female dependants where the S2DA tables have been used. At the 2013 actuarial valuation the S1PA tables were used (S1DA tables for future female dependants).



There are two separate decisions on mortality assumptions:

- The baseline table for the current rates of mortality; and
- The allowance for future improvements.



The weightings and age ratings applied to the above are set out in the table below.

Current Status	Retirement Type	2016 weighting/rating	2013 weighting/rating
Pensioner	Normal Health	95% males, 83% females	89% males, 89% females
	Dependant	115% males, 93% females	139% males, 104% females
	Ill Health	95% males, 83% females with an age rating of +3 years in each case	89% males, 89% females with an age rating of +3 years in each case
	Future Dependents	113% males, 96% females	104% males, 94% females
Active	Normal Health	95% males, 83% females	89% males, 84% females
	Ill Health	95% males, 83% females with an age rating of +4 years in each case	89% males, 84% females with an age rating of +4 years in each case
Deferred	All	95% males, 83% females	106% males, 96% females
Active / Deferred	Future Dependents	113% males, 96% females	101% males, 94% females

*A weighting applied to an actuarial table has the effect of increasing or reducing the chance of survival at each age, which increases or reduces the corresponding life expectancy. Similarly, an age rating applied to an actuarial table has the effect of assuming that beneficiaries have a life expectancy equal to those older (or younger) than their actual age.*

Future improvements are assumed to follow the CMI 2015 model with a 1.5% p.a. long-term improvements trend. At the 2013 actuarial valuation the CMI 2012 model with a 1.5% p.a. long-term improvements trend was used.

The mortality assumptions used for the 31 March 2016 valuation result in the following life expectancies.

	Years
Life expectancy for a male aged 65 now	22.9
Life expectancy at 65 for a male aged 45 now	25.1
Life expectancy for a female aged 65 now	26.1
Life expectancy at 65 for a female aged 45 now	28.4


### Pre-retirement Mortality

The following mortality tables (together with any appropriate weightings and age ratings) have been adopted for mortality rates in the period up to retirement.

	31 March 2016	31 March 2013
Base Table	DxL08 tables with adjustments of 80% (male) 50% (female) to reflect the Fund's membership profile	AC00 tables with adjustments of 73% (male) and 60% (female) to reflect the Fund's membership profile
Allowance for Future Improvements	CMI_2015 [1.5%]	N/A

### Commutation

It has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take a 3/80ths cash sum (the standard for pre April 2008 service). The members have the option to commute part of their pension at retirement in return for a lump sum at a rate of £12 cash for each £1 per annum of pension given up.




Retirement lump sums are less costly for the Fund to provide than the alternative pension, as members receive only £12 of each £1 p.a. of pension given up. If members take the cash sum option at a higher rate than has been assumed then this will normally lead to an improvement in the funding level.

### Early retirement

For those members who are entitled to receive their accrued benefits (or part of those benefits) prior to the Fund's normal pension age, a proportion of the active membership is assumed to retire in normal health prior to age 65, as set out below:

Age	% retiring per annum	
	Males	Females
60	10	20
61	8	15
62	8	15
63	8	15
64	8	15
65	100	100



If members take early retirement to a greater extent than has been assumed then this will typically lead to a worsening of the funding level. This is because many members are able to take substantial parts of their benefits from age 60 without them being reduced for early payment.

The appropriate early retirement factors applied to the relevant tranche of benefits are in line with GAD guidance.



### Ill health retirement

A small proportion of the active membership has been assumed to retire owing to ill health. As an example of the rates assumed, the following is an extract from the decrement table used:

Age	% retiring per annum	
	Males	Females
35	0.02	0.02
45	0.05	0.04
55	0.21	0.18

The proportion of ill health early retirements falling into each tier category has been assumed to be as set out below:

	Tier 1	Tier 2	Tier 3
Males & Females	75%	12.5%	12.5%

The level of ill-health retirement benefit provided for a member falls into one of three "tiers", depending on whether and when the member might be expected to resume gainful employment. Tier 1, for example, is on the basis that the member is unlikely to be able to do so before Normal Pension Age. Full details are set out in the LGPS Regulations.

### Withdrawal

This assumption relates to those members who leave the scheme with an entitlement to a deferred pension or transfer value. It has been assumed that active members will leave the Scheme at the following sample rates:

Age	% leaving per annum	
	Males	Females
25	20.25	22.38
35	5.09	6.27
45	2.54	3.89

In relation to pre 2014 benefits, deferred benefits tend to be less costly for the Fund to provide than if the member had remained in the Fund until retirement. If the number of members leaving the Fund is greater than expected then this will typically lead to a slight improvement in the funding level.



**Partners’ and Dependants’ Proportions**

It has been assumed that the proportions of members below will on death give rise to a dependant’s pension (spouse’s and partner’s), and that spouses/partners of female (male) members are three years older (younger), on average than the member.

If more members than assumed have partners then this will lead to an increase in the number of dependants pensions coming into payment over and above that expected. This would lead to a worsening of the funding level.

	% spouse/partner	
Age	Males	Females
25	43	46
35	69	60
45	72	60
55	74	60
65	76	55

**ASSUMPTIONS USED TO CALCULATE THE PRIMARY CONTRIBUTION RATE**

The cost of future accrual (normal cost) has been calculated using the same actuarial assumptions as used to calculate the funding target and recovery plan as set out above except that the financial assumptions adopted are as described below.

The financial assumptions for assessing the future service contribution rate should take account of the fact that contributions will be invested in market conditions applying at future dates, which are unknown at the effective date of the valuation, and which are not directly linked to market conditions at the valuation date.

The financial assumptions in relation to future service (i.e. the normal cost) are not specifically linked to investment conditions as at the valuation date itself, and are based on an overall assumed real return (i.e. return in excess of price inflation) of 2.75% per annum. This represents a reduction of 0.25% per annum compared to the 2013 valuation , which increases the estimated cost of providing LGPS benefits. With a long term average assumption for price inflation of 2.2% per annum, this gives rise to an overall discount rate of 4.95% p.a. (the corresponding discount rate at the 2013 actuarial valuation was 5.6% p.a.).

**B****SUMMARY MEMBERSHIP DATA**

The membership data is summarised in the table, with figures at the previous valuation shown for comparison.

Data in relation to members of the Fund were supplied by the Funding administrator on behalf of the Administering Authority. The accuracy of the data provided has been relied on. While reasonableness checks on the data have been carried out, they do not guarantee the completeness or the accuracy of the data. Consequently Mercer does not accept any liability in respect of its advice where it has relied on data that is incomplete or inaccurate.

	31 March 2016	31 March 2013
<b>Active members</b>		
Number	16,494	14,055
Total Pensionable Salaries (£000s p.a.)	222,358	206,915
Average Pensionable Salary (£ p.a.)	13,481	14,722
Average age (pension weighted)	49.2	49.3

<b>Deferred pensioners</b>		
Number	18,762	14,828
Total deferred pensions revalued to valuation date (£000s p.a.)	22,003	18,133
Average deferred pension (£ p.a.)	1,173	1,223
Average age (pension weighted)	49.6	49.1

<b>Pensioners</b>		
Number	11,083	9,655
Total pensions payable (£000s p.a.)	52,691	45,439
Average pension (£ p.a.)	4,754	4,706
Average age (pension weighted)	69.5	68.8

The above pensioner figures include current dependant pensioners.

# C

## ASSETS

The market value of the Fund's assets was £1,493,990,000 on the valuation date.

The Administering Authority's investment strategy is to proportion the Fund's assets by asset class as shown in the table below. The actual distribution of assets will vary over time due to changes in financial markets. The table also shows the distribution of assets at the valuation date.

	INVESTMENT STRATEGY	ACTUAL MARKET VALUE OF ASSETS AT 31 MARCH 2016	
	%	£000s	%
UK equities	8.0%	114,082	7.6%
Global equities (including passive hedged)	44.0%	659,329	44.1%
Private equity	5.0%	65,688	4.4%
Hedge funds	10.0%	149,051	10.0%
Infrastructure	3.0%	21,371	1.4%
European property	5.0%	77,525	5.2%
LDI	3.5%	-	0.0%
Unconstrained bonds:	21.5%		
Absolute return bonds		204,602	13.7%
UK index-linked gilts		162,999	10.9%
Net assets including cash	0.0%	39,343	2.7%
Total	100%	1,493,990	100%

The Administering Authority also holds additional voluntary contributions (AVCs), which are separately invested. These assets have been excluded from the market value shown as they exactly match the value of the benefits they cover.

The details of the assets at the valuation date have been obtained from the audited accounts for the Fund.

# D

## SCHEME BENEFITS

The benefits valued within our calculations are those in force at the effective date of the valuation. Full details of these can be found in the Local Government Pension Scheme Regulations 2013 (as amended):

The Local Government Pension Scheme Regulations 2013  
(<http://www.legislation.gov.uk/ukxi/2013/2356/contents/made>)

The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (<http://www.legislation.gov.uk/ukxi/2014/525/contents/made>)

The direction by the Treasury dated 5 April 2016 under Section 59A of the Social Security Pensions Act 1975 (<http://www.lgpsregs.org/images/OtherGuidance/HMTDirectionApr2016.pdf>)

We have made no allowance for other changes which may be introduced in the future. The Fund is also responsible for paying and, where appropriate, recharging to employers the benefits arising from the award of compensatory added years (CAY) of service on premature retirement. Unless these CAY benefits have been converted into “funded” benefits, they are normally recharged to the relevant employer (together with associated pension increases), and so are excluded from the valuation.

The benefits that will emerge from money purchase AVCs paid by members, and SCAVCs paid by employers, and the corresponding invested assets in respect of these AVCs and SCAVCs, have been excluded from the valuation.

UK and European law requires pension schemes to provide equal benefits to men and women in respect of service after 17 May 1990 (the date of the “Barber” judgement) and this includes providing equal benefits accrued from that date to reflect the differences in GMPs. There is no consensus or legislative guidance as to what adjustments have to be made to scheme benefits to correct these inequalities for ongoing schemes (i.e. for schemes other than those which are in the Pension Protection Fund). The valuation makes no allowance for removal of these inequalities. It is consequently possible that additional funding will be required for equalisation once the law has been clarified. It is recommended that the Administering Authority seek further professional advice if it is concerned about this issue.

## E

## SUMMARY OF INCOME AND EXPENDITURE

INCOME	YEAR ENDING 31 MARCH			Total £000s
	2014 £000s	2015 £000s	2016 £000s	
<b>Fund at beginning of year</b>	1,234,725	1,339,203	1,512,735	1,234,725
Contributions to Fund:				
Employees	13,660	14,134	14,235	42,029
Employers	45,077	44,657	45,854	135,588
Transfer Values received	3,213	4,339	2,373	9,925
Investment income	19,823	19,248	19,322	58,393
Change in market value of investments	96,882	172,465	(19,277)	250,070

EXPENDITURE	YEAR ENDING 31 MARCH			Total £000s
	2014 £000s	2015 £000s	2016 £000s	
Pensions for members/ spouses/partners/dependants	47,094	51,090	53,069	151,253
Retiring allowances and death gratuities	11,893	12,044	10,562	34,499
Withdrawals	8	81	245	334
Transfer Values paid	3,299	4,312	4,259	11,870
Investment expenses	9,915	12,471	11,693	34,254
Administration expenses	1,968	1,313	1,424	4,530
<b>Fund at end of year</b>	1,339,203	1,512,735	1,493,990	1,493,990

The details of the financial transactions during the inter-valuation period have been obtained from the audited accounts for the Fund.

**F****ANALYSIS OF MEMBERSHIP EXPERIENCE**

The analysis below compares the actual experience over the 3 year period with the assumptions used for the 2016 valuation.

	ACTUAL	EXPECTED	%
Ill Health Retirements	37	51	73
Withdrawals	5,676	2,573	221
Pensioner Deaths (lives)	720	599	120
Pensioner Deaths (£000 p.a. of pension)	2,757	2,231	124

Note that actual withdrawals can include members moving to another LGPS Fund, bulk transfers and also transfers under the special transfer club terms.

# G

## RATES AND ADJUSTMENTS CERTIFICATE ISSUED IN ACCORDANCE WITH REGULATION 62

NAME OF FUND

Shropshire County Pension Fund

### PRIMARY CONTRIBUTION RATE

I hereby certify that, in my opinion, the primary rate of the employers' contribution for the whole Fund for each of the three years beginning 1 April 2017 is 14.9% of pensionable pay.

The primary rate of contribution for each employer for the three year period beginning 1 April 2017 is set out in the attached schedule.

### SECONDARY CONTRIBUTION RATE

I hereby certify that, in my opinion, the secondary rate of the employer's contribution for the whole Fund for each of the three years beginning 1 April 2017 is as follows:

2017/18	£15.0 million minus 0.2% of pensionable pay
2018/19	£15.5 million minus 0.2% of pensionable pay
2019/20	£16.1 million minus 0.2% of pensionable pay

The secondary rate of contribution for each employer for each of the three years beginning 1 April 2017 is set out in the attached schedule.

### CONTRIBUTION AMOUNTS PAYABLE

The total contribution payable for each employer is the total of the primary and secondary rates as detailed in the attached schedule. Contributions will be paid monthly in arrears with each payment normally being due by the 19th of the following month unless otherwise noted in the schedule.

### FURTHER ADJUSTMENTS

A further individual adjustment shall be applied in respect of each non-ill health early retirement occurring in the period of three years covered by this certificate. This further individual adjustment will be calculated in accordance with methods agreed from time to time between the Fund's Actuary and the Administering Authority.

The contributions set out in the attached schedule represent the minimum contribution which may be paid by each employer in total over the 3 years covered by the certificate. Additional contributions or a different pattern of contributions may be paid if requested by the employer concerned at the sole discretion of the Administering Authority as agreed with the Actuary. The total contributions payable by each employer will be subject to a minimum of zero.



The individual employer contributions may be varied as agreed by the Actuary and Administering Authority to reflect any changes in contribution requirements as a result of any benefit costs being insured with a third party or parties including where the third party or parties participate in the Fund.

In cases where an element of an existing Scheme employer's deficit is transferred to a new employer on its inception, the Scheme employer's deficit recovery contributions, as shown on the schedule to this Certificate in Appendix H, may be reallocated between the Scheme employer and the new employer to reflect this, on advice of the Actuary and as agreed with the Administering Authority so that the total payments remain the same overall.

The Administering Authority and employer with advice from the Fund's Actuary can agree that contributions payable under this certificate can be sourced under an alternative financing arrangement which provides the Fund with equivalent cash contributions.

**REGULATION 62(8)**

No allowance for non-ill health early retirements has been made in determining the results of the valuation, on the basis that the costs arising will be met by additional contributions. Allowance for ill health retirements has been included in each employer's contribution rate, on the basis of the method and assumptions set out in the report.

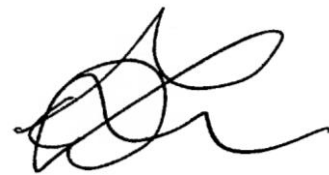


**Signature:**

**Name:** John Livesey

**Qualification:** Fellow of the Institute and Faculty of Actuaries

**Date of signing:** 31 March 2017



**Signature:**

**Name:** Mark Wilson

**Qualification:** Fellow of the Institute and Faculty of Actuaries

# H

## SCHEDULE TO THE RATES AND ADJUSTMENTS CERTIFICATE DATED 31 MARCH 2017

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Scheme employers</b>							
Shropshire Council	14.8%	*£7,434,300	*£7,373,900	*£7,314,000	14.8% plus *£7,434,300	14.8% plus *£7,373,900	14.8% plus *£7,314,000
Telford & Wrekin Council	14.1%	**£3,589,000	**£3,722,000	**£3,860,000	14.1% plus **£3,589,000	14.1% plus **£3,722,000	14.1% plus **£3,860,000
New College	12.6%	£31,500	£32,700	£33,900	12.6% plus £31,500	12.6% plus £32,700	12.6% plus £33,900
North Shropshire College	14.8%	£137,100	£142,200	£147,400	14.8% plus £137,100	14.8% plus £142,200	14.8% plus £147,400
Shrewsbury Colleges Group	14.5%	£196,100	£203,400	£210,900	14.5% plus £196,100	14.5% plus £203,400	14.5% plus £210,900
Shropshire & Wrekin Fire Authority	13.9%	£100,200	£103,900	£107,800	13.9% plus £100,200	13.9% plus £103,900	13.9% plus £107,800
Telford College of Arts & Technology	14.7%	£76,500	£79,300	£82,300	14.7% plus £76,500	14.7% plus £79,300	14.7% plus £82,300

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Designated / Resolution body</b>							
Albrighton Parish Council	19.6%	Nil	Nil	Nil	19.6%	19.6%	19.6%
Bayston Hill Parish Council	21.2%	-1%	-1%	-1%	20.2%	20.2%	20.2%
Bishops Castle Town Council	19.9%	£100	£100	£100	19.9% plus £100	19.9% plus £100	19.9% plus £100
Bridgnorth Town Council	17.8%	£16,200	£16,800	£17,400	17.8% plus £16,200	17.8% plus £16,800	17.8% plus £17,400
Broseley Town Council	19.8%	-1.6%	-1.6%	-1.6%	18.2%	18.2%	18.2%
Church Stretton Town Council	21.4%	£4,000	£4,100	£4,300	21.4% plus £4,000	21.4% plus £4,100	21.4% plus £4,300
Dawley Hamlets Parish Council	27.4%	-1%	-1%	-1%	26.4%	26.4%	26.4%
Donnington & Muxton Parish Council	16.8%	£1,400	£1,500	£1,500	16.8% plus £1,400	16.8% plus £1,500	16.8% plus £1,500
Ellesmere Town Council	14.4%	£1,400	£1,500	£1,500	14.4% plus £1,400	14.4% plus £1,500	14.4% plus £1,500
Great Dawley Parish Council	11.8%	-0.5%	-0.5%	-0.5%	11.3%	11.3%	11.3%
Hadley & Leegomery Parish Council	16.0%	-0.6%	-0.6%	-0.6%	15.4%	15.4%	15.4%
Hollinswood & Randlay Parish Council	16.9%	£1,200	£1,200	£1,300	16.9% plus £1,200	16.9% plus £1,200	16.9% plus £1,300
Ketley Parish Council	16.4%	-0.3%	-0.3%	-0.3%	16.1%	16.1%	16.1%
Ludlow Town Council	14.3%	£9,300	£9,600	£10,000	14.3% plus £9,300	14.3% plus £9,600	14.3% plus £10,000

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Madeley Town Council	21.9%	£700	£700	£800	21.9% plus £700	21.9% plus £700	21.9% plus £800
Market Drayton Town Council	16.2%	£5,700	£5,900	£6,100	16.2% plus £5,700	16.2% plus £5,900	16.2% plus £6,100
Much Wenlock Town Council	20.4%	£2,800	£2,900	£3,000	20.4% plus £2,800	20.4% plus £2,900	20.4% plus £3,000
Newport Town Council	18.2%	£100	£100	£100	18.2% plus £100	18.2% plus £100	18.2% plus £100
Oswestry Town Council	16.6%	£11,700	£12,100	£12,600	16.6% plus £11,700	16.6% plus £12,100	16.6% plus £12,600
Shifnal Town Council	22.8%	£700	£700	£800	22.8% plus £700	22.8% plus £700	22.8% plus £800
Shrewsbury Town Council	16.2%	-1.4%	-1.4%	-1.4%	14.8%	14.8%	14.8%
Shropshire Towns & Rural Housing	14.9%	-0.3%	-0.3%	-0.3%	14.6%	14.6%	14.6%
Stirchley & Brookside Parish Council	14.8%	£1,600	£1,600	£1,700	14.8% plus £1,600	14.8% plus £1,600	14.8% plus £1,700
The Gorge Parish Council	19.3%	Nil	Nil	Nil	19.3%	19.3%	19.3%
Wellington Town Council	19.6%	£2,500	£2,600	£2,700	19.6% plus £2,500	19.6% plus £2,600	19.6% plus £2,700
Wem Town Council	14.3%	-2.9%	-2.9%	-2.9%	11.4%	11.4%	11.4%
West Mercia Energy	10.8%	£168,000	£174,200	£180,700	10.8% plus £168,000	10.8% plus £174,200	10.8% plus £180,700
Whitchurch Town Council	8.0%	£3,800	£4,000	£4,100	8% plus £3,800	8% plus £4,000	8% plus £4,100
Wrockwardine Parish Council	28.0%	£500	£500	£500	28% plus £500	28% plus £500	28% plus £500

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Academies / schools</b>							
Abraham Darby Academy	14.5%	-1.1%	-1.1%	-1.1%	13.4%	13.4%	13.4%
Adams Grammar Academy	15.6%	£31,600	£32,800	£34,000	15.6% plus £31,600	15.6% plus £32,800	15.6% plus £34,000
Barrow 16-18 Free School	15.2%	Nil	Nil	Nil	15.2%	15.2%	15.2%
Bishops Anthony Educational Trust	15.1%	£13,500	£14,000	£14,600	15.1% plus £13,500	15.1% plus £14,000	15.1% plus £14,600
Bitterley C.E Primary School	15.5%	£11,500	£11,900	£12,300	15.5% plus £11,500	15.5% plus £11,900	15.5% plus £12,300
Bridgnorth Endowed School	17.0%	£23,100	£24,000	£24,800	17% plus £23,100	17% plus £24,000	17% plus £24,800
Church Stretton Academy	16.1%	£42,900	£44,500	£46,100	16.1% plus £42,900	16.1% plus £44,500	16.1% plus £46,100
Clee Hill Primary	14.9%	£6,800	£7,100	£7,300	14.9% plus £6,800	14.9% plus £7,100	14.9% plus £7,300
Cleobury Mortimer School	14.3%	£12,900	£13,400	£13,900	14.3% plus £12,900	14.3% plus £13,400	14.3% plus £13,900
Communities Academy Trust	14.3%	£184,700	£191,500	£198,600	14.3% plus £184,700	14.3% plus £191,500	14.3% plus £198,600
Corbet School Academy	17.9%	£25,200	£26,100	£27,100	17.9% plus £25,200	17.9% plus £26,100	17.9% plus £27,100
Idsall School	16.5%	£51,500	£53,400	£55,400	16.5% plus £51,500	16.5% plus £53,400	16.5% plus £55,400
Kickstart Academy	10.4%	£2,500	£2,600	£2,700	10.4% plus £2,500	10.4% plus £2,600	10.4% plus £2,700

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Lacon Childe Academy	15.9%	£31,200	£32,400	£33,600	15.9% plus £31,200	15.9% plus £32,400	15.9% plus £33,600
Lakelands School	15.1%	£45,700	£47,400	£49,100	15.1% plus £45,700	15.1% plus £47,400	15.1% plus £49,100
Lawley Village academy	6.9%	£1,500	£1,600	£1,600	6.9% plus £1,500	6.9% plus £1,600	6.9% plus £1,600
Madeley Academy	16.1%	£10,000	£10,400	£10,800	16.1% plus £10,000	16.1% plus £10,400	16.1% plus £10,800
Morville Academy	12.4%	£1,100	£1,100	£1,200	12.4% plus £1,100	12.4% plus £1,100	12.4% plus £1,200
Newport Girls High School	15.2%	£13,600	£14,100	£14,600	15.2% plus £13,600	15.2% plus £14,100	15.2% plus £14,600
Oldbury Wells School	15.5%	£33,700	£35,000	£36,200	15.5% plus £33,700	15.5% plus £35,000	15.5% plus £36,200
Priorslee Primary Academy	15.3%	£13,300	£13,800	£14,300	15.3% plus £13,300	15.3% plus £13,800	15.3% plus £14,300
The Priory School Trust	15.4%	£72,300	£75,000	£77,700	15.4% plus £72,300	15.4% plus £75,000	15.4% plus £77,700
Severndale Academy	14.2%	£133,800	£138,800	£143,900	14.2% plus £133,800	14.2% plus £138,800	14.2% plus £143,900
Shrewsbury MAT	15.5%	£123,200	£127,800	£132,500	15.5% plus £123,200	15.5% plus £127,800	15.5% plus £132,500
Stokesay Primary School	15.9%	£9,100	£9,400	£9,800	15.9% plus £9,100	15.9% plus £9,400	15.9% plus £9,800

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Stottesdon Primary	16.8%	£4,200	£4,400	£4,500	16.8% plus £4,200	16.8% plus £4,400	16.8% plus £4,500
The Marches School	14.9%	£83,000	£86,100	£89,300	14.9% plus £83,000	14.9% plus £86,100	14.9% plus £89,300
William Brookes School	15.1%	£34,500	£35,800	£37,100	15.1% plus £34,500	15.1% plus £35,800	15.1% plus £37,100
Woodside Primary School	14.7%	£29,400	£30,500	£31,600	14.7% plus £29,400	14.7% plus £30,500	14.7% plus £31,600
Woodside START Centre	11.7%	£8,400	£8,700	£9,000	11.7% plus £8,400	11.7% plus £8,700	11.7% plus £9,000

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Admitted bodies (community)</b>							
Accord Housing Association	20.6%	£44,100	£44,100	£44,100	20.6% plus £44,100	20.6% plus £44,100	20.6% plus £44,100
Age UK Shropshire and Telford Wrekin	26.1%	*£10,800	*£10,700	*£10,500	26.1% plus *£10,800	26.1% plus *£10,700	26.1% plus *£10,500
Care Quality Commission	22.0%	£51,800	£51,800	£51,800	22% plus £51,800	22% plus £51,800	22% plus £51,800
Coverage Care - Crowmoor House	19.1%	-2.9%	-2.9%	-2.9%	16.2%	16.2%	16.2%
Coverage Care Ltd	21.3%	£155,300	£155,300	£155,300	21.3% plus £155,300	21.3% plus £155,300	21.3% plus £155,300
Harper Adams University College	14.3%	£220,800	£229,000	£237,400	14.3% plus £220,800	14.3% plus £229,000	14.3% plus £237,400
Ironbridge Gorge Museum Trust	23.2%	£47,500	£47,500	£47,500	23.2% plus £47,500	23.2% plus £47,500	23.2% plus £47,500
Meres & Mosses	21.0%	-0.4%	-0.4%	-0.4%	20.6%	20.6%	20.6%
Severn Gorge Countryside Trust	17.6%	£2,800	£2,900	£3,000	17.6% plus £2,800	17.6% plus £2,900	17.6% plus £3,000
Sevenside Housing Association	18.8%	£282,500	£282,500	£282,500	18.8% plus £282,500	18.8% plus £282,500	18.8% plus £282,500
Shropshire Association of Local Councils	20.0%	£2,300	£2,400	£2,500	20% plus £2,300	20% plus £2,400	20% plus £2,500
South Shropshire Housing Association	27.1%	£139,900	£139,900	£139,900	27.1% plus £139,900	27.1% plus £139,900	27.1% plus £139,900



Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Wrekin Housing Trust	14.5%	£517,800	£537,000	£556,800	14.5% plus £517,800	14.5% plus £537,000	14.5% plus £556,800

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Admitted bodies (contractor)</b>							
AIP - Ludlow School	23.8%	-2%	-2%	-2%	21.8%	21.8%	21.8%
AIP - SAT	21.5%	Nil	Nil	Nil	21.5%	21.5%	21.5%
AIP - Oldbury Wells	20.2%	-0.8%	-0.8%	-0.8%	19.4%	19.4%	19.4%
Catering Academy Ltd - Priory School	18.0%	Nil	Nil	Nil	18%	18%	18%
Churchills	27.1%	-23.8%	-23.8%	-23.8%	3.3%	3.3%	3.3%
HALO Leisure Services	20.1%	Nil	Nil	Nil	20.1%	20.1%	20.1%
Midland Heart Ltd	19.8%	-0.8%	-0.8%	-0.8%	19%	19%	19%
Mouchel Ltd	20.9%	Nil	Nil	Nil	20.9%	20.9%	20.9%
RAPT	15.5%	-0.8%	-0.8%	-0.8%	14.7%	14.7%	14.7%
Ringway	21.2%	-10.1%	-10.1%	-10.1%	11.1%	11.1%	11.1%
Sanctuary Group	19.7%	-0.5%	-0.5%	-0.5%	19.2%	19.2%	19.2%
Shropshire County Leisure Trust	17.2%	-1.5%	-1.5%	-1.5%	15.7%	15.7%	15.7%
South Shropshire Leisure Ltd	14.2%	£2,600	£2,700	£2,800	14.2% plus £2,600	14.2% plus £2,700	14.2% plus £2,800
Taylor Shaw - Bridgnorth	20.2%	-5.6%	-5.6%	-5.6%	14.6%	14.6%	14.6%
Telford & Wrekin Services Ltd	21.1%	-6.2%	-6.2%	-6.2%	14.9%	14.9%	14.9%
The Boathouse Ellesmere	21.6%	£600	£600	£600	21.6% plus £600	21.6% plus £600	21.6% plus £600
Veolia	20.0%	-6.3%	-6.3%	-6.3%	13.7%	13.7%	13.7%

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Employers grouped with Council</b>							
Aquarius	14.1%	5.9%	5.9%	5.9%	20%	20%	20%
Bethphage	14.8%	9.4%	9.4%	9.4%	24.2%	24.2%	24.2%
Charlton School	14.1%	5.9%	5.9%	5.9%	20%	20%	20%
Energize	14.8%	9.4%	9.4%	9.4%	24.2%	24.2%	24.2%
Ercall Wood School	14.1%	5.9%	5.9%	5.9%	20%	20%	20%
Greenacres School	14.8%	9.4%	9.4%	9.4%	24.2%	24.2%	24.2%
Holy Trinity Academy (T&W)	14.1%	5.9%	5.9%	5.9%	20%	20%	20%
Moorfield Primary School	14.1%	5.9%	5.9%	5.9%	20%	20%	20%
The Strettons Mayfair Trust	14.8%	9.4%	9.4%	9.4%	24.2%	24.2%	24.2%

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
<b>Post valuation employers</b>							
Addaction	18.8%	Nil	Nil	Nil	18.8%	18.8%	18.8%
AIP – Grange Primary	20.0%	Nil	Nil	Nil	20%	20%	20%
AIP - The Priory Academy Trust (St Martins)	19.9%	Nil	Nil	Nil	19.9%	19.9%	19.9%
AIP – Thomas Adams	19.7%	Nil	Nil	Nil	19.7%	19.7%	19.7%
Alveley Primary School	15.0%	£4,800	£5,000	£5,200	15% plus £4,800	15% plus £5,000	15% plus £5,200
Arch Initiatives	19.3%	Nil	Nil	Nil	19.3%	19.3%	19.3%
Dawley CE Primary Academy	16.8%	£17,100	£17,700	£18,400	16.8% plus £17,100	16.8% plus £17,700	16.8% plus £18,400
Ellesmere Primary Academy	15.7%	£33,400	£34,600	£35,900	15.7% plus £33,400	15.7% plus £34,600	15.7% plus £35,900
Enterprise South West Shropshire	17.6%	Nil	Nil	Nil	17.6%	17.6%	17.6%
Fields Multi Academy Trust	16.5%	£20,300	£21,100	£21,900	16.5% plus £20,300	16.5% plus £21,100	16.5% plus £21,900
Ford Parish Council	9.9%	-0.4%	-0.4%	-0.4%	9.5%	9.5%	9.5%
Great Hanwood Parish Council	9.9%	Nil	Nil	Nil	9.9%	9.9%	9.9%
Ludlow Infants School	16.4%	£13,800	£14,300	£14,800	16.4% plus £13,800	16.4% plus £14,300	16.4% plus £14,800
Ludlow Junior School	16.3%	£19,400	£20,100	£20,900	16.3% plus £19,400	16.3% plus £20,100	16.3% plus £20,900
Oakengates Town Council	14.7%	£500	£500	£500	14.7% plus £500	14.7% plus £500	14.7% plus £500

Employer	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates		
		2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
St George's and Priorslee Parish Council	17.9%	Nil	Nil	Nil	17.9%	17.9%	17.9%
Veolia ES UK Ltd	19.8%	Nil	Nil	Nil	19.8%	19.8%	19.8%

#### Other interested bodies with no pensionable employees

Employer	Proportion of Pension Increases to be Recharged %
Alveley Parish Council	100
Drayton in Hales Burial Joint Committee	100
Shropshire Adult College	100

#### Notes:

- Cash payments in respect of £ lump sums marked \* are payable by 30 April 2017. Cash payments in respect of £ lump sums marked \*\* are payable by 30 April of the year in which they are due. These amounts have been reduced to reflect this early payment;
- With the agreement of the Administering Authority employers may also opt to pay any other element of their employer contributions early, with either all three years being paid in April 2017 or payment being made in the April of the year in question. The cash amounts payable will be reduced in return for this early payment as follows:
  - Payments made in the April of the certified year will be reduced by 2.2% (i.e. the above amounts will be multiplied by 0.978)
  - 2018/19 payments made in April 2017 will be reduced by 6.5% (i.e. the above amounts will be multiplied by 0.935)
  - 2019/20 payments made in April 2017 will be reduced by 10.5% (i.e. the above amounts will be multiplied by 0.895)

Where an employer pays its % contributions early, it will need to estimate in advance the pensionable pay for the entire period, and a balancing adjustment to reflect the actual pensionable pay over the period would be made at the end of the period (no later than 19th April or 22nd April as appropriate following the year end).

3. The percentages shown are percentages of pensionable pay and apply to all members, including those who are members under the 50:50 option under the LGPS from 1 April 2014;
4. The total contributions payable by each employer each year will be subject to a minimum of zero;
5. In cases where an element of an existing Scheme Employer's deficit is transferred to a new employer on its inception, the Scheme Employer's deficit recovery contributions shown in this certificate may be reallocated between the Scheme Employer and the new employer to reflect this, on advice from the actuary.
6. There are a number of additional employers who no longer had any active members within the Fund as at the valuation date. Any final contribution requirement for these employers will be assessed by the Fund in due course on the basis of actuarial advice.

## GLOSSARY

**Actuarial Valuation:** an investigation by an actuary into the ability of the Fund to meet its liabilities. For the LGPS the Fund Actuary will assess the funding level of each participating employer and agree contribution rates with the administering authority to fund the cost of new benefits and make good any existing deficits as set out in the separate Funding Strategy Statement.

**Best Estimate Assumption:** an assumption where the outcome has a 50/50 chance of being achieved.

**Bonds:** loans made to an issuer (often a government or a company) which undertakes to repay the loan at an agreed later date. The term refers generically to corporate bonds or government bonds (gilts).

**Career Average Revalued Earnings Scheme (CARE):** with effect from 1 April 2014, benefits accrued by members in the LGPS take the form of CARE benefits. Every year members will accrue a pension benefit equivalent to 1/49th of their pensionable pay in that year. Each annual pension accrued receives inflationary increases (in line with the annual change in the Consumer Prices Index) over the period to retirement.

**Corporate Bond Basis:** an approach where the discount rate used to assess the liabilities is determined based on the market yields of high quality corporate bond investments (usually at least AA rated) based on the appropriate duration of the liabilities being assessed. This is usually adopted when an employer is exiting the Fund.

**CPI:** acronym standing for "Consumer Prices Index". CPI is a measure of inflation with a basket of goods that is assessed on an annual basis. The reference goods and services differs from those of RPI. These goods are expected to provide lower, less volatile inflation increases. Pension increases in the LGPS are linked to the annual change in CPI.

**Deficit:** the extent to which the value of the Fund's past service liabilities exceeds the value of the Fund's assets.

**Discount Rate:** the rate of interest used to convert a cash amount e.g. future benefit payments occurring in the future to a present value.

**Employer Covenant:** the degree to which an employer participating in an occupational pension scheme is willing and able to meet the funding requirements of the scheme.

**Employer's Future Service Contribution Rate:** the contribution rate payable by an employer, expressed as a % of pensionable pay, as being sufficient to meet the cost of new benefits being accrued by active members in the future. The cost will be net of employee contributions and will include an allowance for the expected level of administrative expenses.

**Equities:** shares in a company which are bought and sold on a stock exchange.

**Solvency/Funding Level:** the ratio of the value of the Fund's assets and the value of the Fund's liabilities expressed as a percentage.

**Funding Strategy Statement:** This is a key governance document that outlines how the administering authority will manage employer's contributions to the Fund.

**Solvency Funding Target:** an assessment of the present value of benefits to be paid in the future. The desired funding target is to achieve a solvency level of a 100% i.e. assets equal to the past service liabilities assessed on the ongoing concern basis.

**Investment Strategy:** the long-term distribution of assets among various asset classes that takes into account the Funds objectives and attitude to risk.

**Past Service Liabilities:** this is the present value of the benefits accrued by members up to the valuation date. It is assessed based on a set of assumptions agreed between the Administering Authority and the Actuary.

**Prepayment:** the payment by employers of contributions to the Fund earlier than that certified by the Actuary. The amount paid will be reduced compared to the certified amount to reflect the early payment.

**Present Value:** the value of projected benefit payments, discounted back to the valuation date.

**Primary rate of the employers' contribution:** the contribution rate required to meet the cost of the future accrual of benefits including ancillary, death in service and ill health benefits together with administration costs. It is expressed as a percentage of pensionable pay, ignoring any past service surplus or deficit, but allowing for any employer-specific circumstances, such as its membership profile, the funding strategy adopted for that employer, the actuarial method used 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.

**Prudent Assumption:** an assumption where the outcome has a greater than 50/50 chance of being achieved i.e. the outcome is more likely to be overstated than understated. Legislation requires the assumptions adopted for an actuarial valuation to be prudent.

**Real Return or Real Discount Rate:** a rate of return or discount rate net of CPI inflation.

**Recovery Plan:** a strategy by which an employer will make up a funding deficit over a specified period of time ("the recovery period", as set out in the Funding Strategy Statement).

**Secondary rate of the employers' contribution:** an adjustment to the Primary rate to reflect any past service deficit or surplus, to arrive at the rate each employer is required to pay. The Secondary rate may be expressed as a percentage adjustment to the Primary rate, and/or a cash adjustment in each of the three years beginning 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. Secondary rates for the whole fund in each of the three years shall also be disclosed. These will



be calculated as the weighted average based on the whole fund payroll in respect of percentage rates and as a total amount in respect of cash adjustments.

**50/50 Scheme:** in the LGPS, active members are given the option of accruing a lower benefit in the 50/50 Scheme, in return for paying a lower level of contribution.

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