



HEALTH WEALTH CAREER

ACTUARIAL VALUATION REPORT

SOUTH YORKSHIRE
PENSION FUND

AS AT 31 MARCH 2016

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1

INTRODUCTION

This report is addressed to the Administering Authority of the South Yorkshire 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




NAME

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QUALIFICATION

Fellow of the Institute and
Faculty of ActuariesFellow of the Institute and
Faculty of Actuaries

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.

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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:

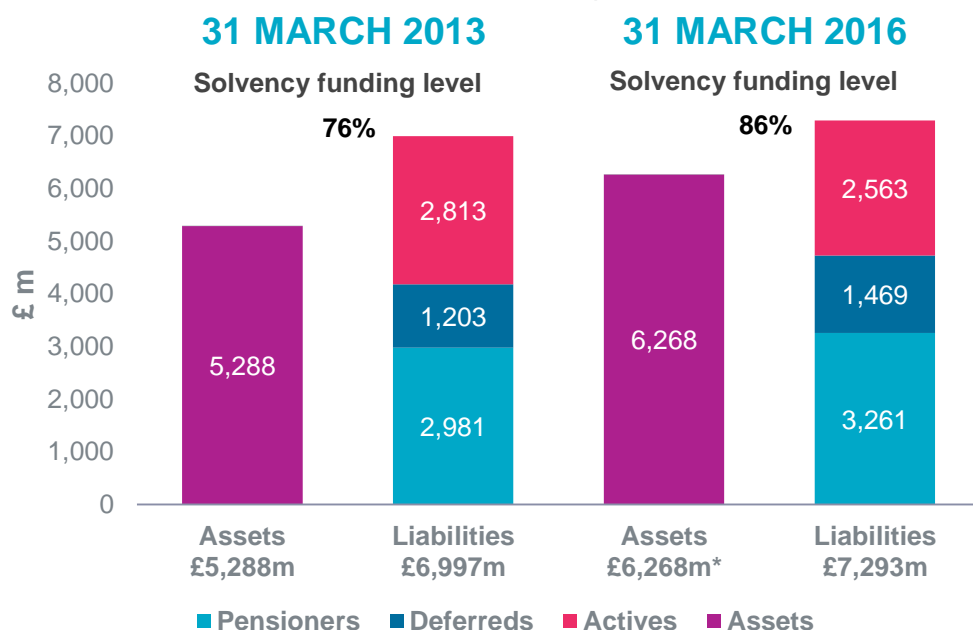
- Assumed rate of future CPI inflation – 2.2% p.a., based on the yields available on gilts and index-linked gilts of appropriate duration less an adjustment of 1% p.a. to allow for pricing distortions in the gilt market and the expected difference between future RPI and future CPI inflation.
- Real investment returns over and above CPI for past service – 2.0% 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 – 1.25% p.a. over the 4 years to 31 March 2020 (unless otherwise agreed with the Administering Authority), taking into account the government's policy on pay restraint in the public sector, and then 1.25% 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 19 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.



* includes c£14m in relation to an estimated bulk transfer into the Fund payable after

31 March 2016

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 £1,025m** against the Fund's solvency funding target. An alternative way of expressing the position is that the Fund's assets were sufficient to cover 86% 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 £1,709m, equivalent to a solvency funding level of 76%. The key reasons for the changes between the two valuations are considered in Section 4.

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

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.

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 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. For the 31 March 2013 valuation, an allowance of 10% was made for 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	21.0	18.5
Allowance for administrative expenses	0.4	0.4
Total normal contribution rate	21.4	18.9
Average member contribution rate	6.4	6.1
Primary contribution rate*	15.0	12.8


* 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 19 years, and the total initial recovery payment (the “Secondary rate” for 2017/18) is approximately £95.2m in £ terms (which also includes allowance for some employers to phase in any increases or to make a prepayment of their contributions during April 2017).

The Secondary Rate quoted above for 2017/18 does not include any allowance for the advance payment of contributions by Sheffield City Council prior to 31 March 2017 (totalling £65.1m) for the 3 year period of the certificate.



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 “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.

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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 2.3% 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%

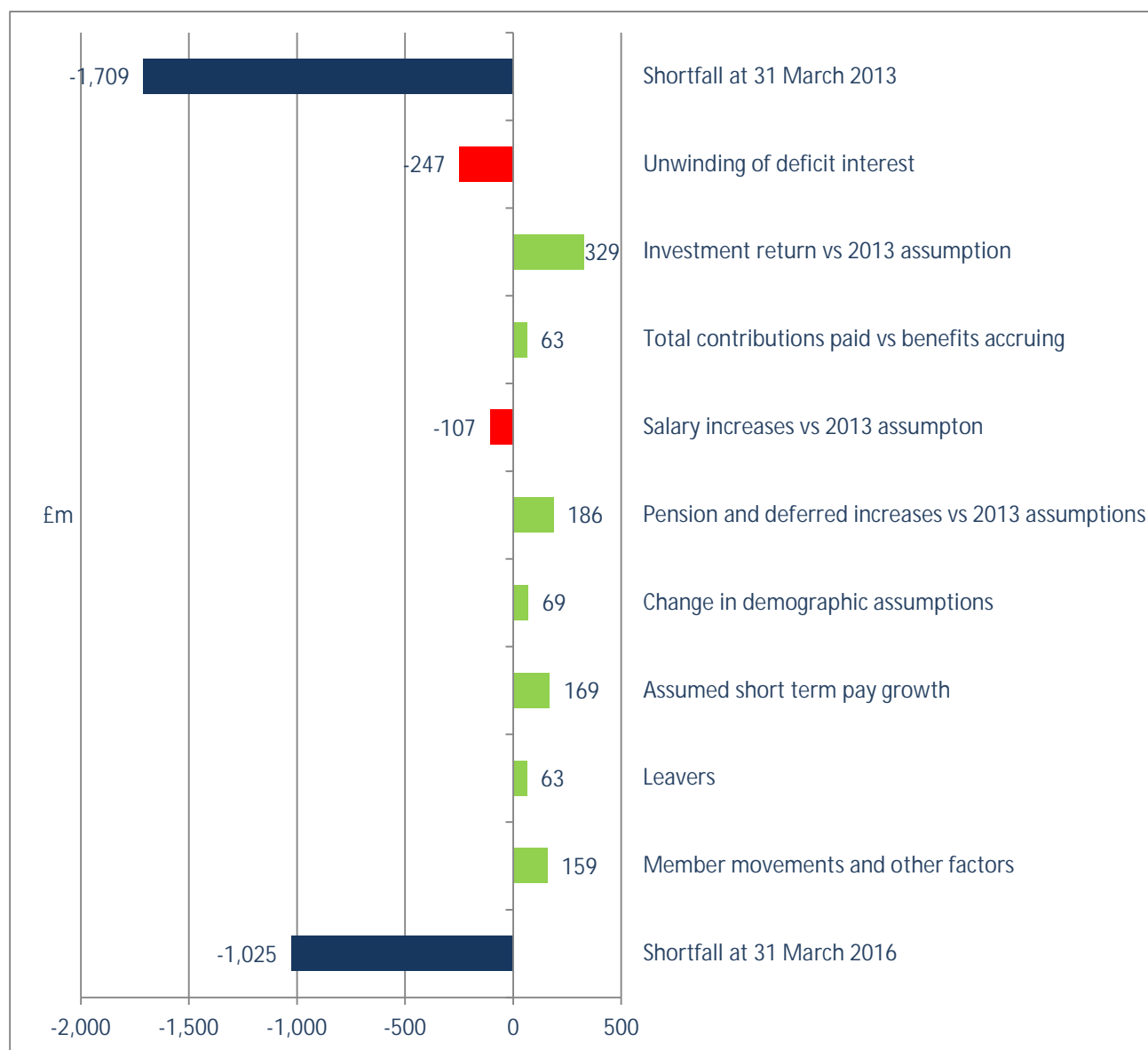
Over the intervaluation period, benefit inflation averaged 1.3% p.a. Over the three years to 31 March 2016 the investment return on the Fund's assets has averaged 6.6% per annum, meaning that the average real return has been about 5.2% p.a.



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 £1,709m. The chart below sets out the main reasons for the change in the shortfall between 31 March 2013 and 31 March 2016.



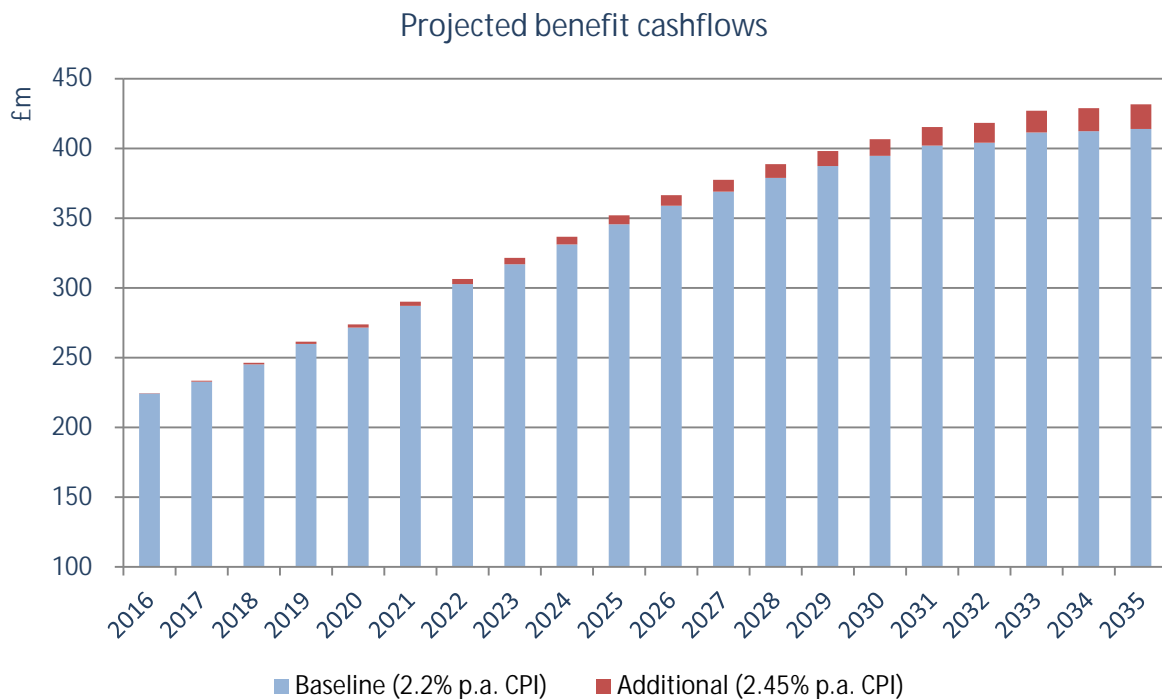
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CASHFLOWS, RISKS AND ALTERNATIVE FUNDING POSITIONS

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 £154m.

The actuarial valuation process is principally concerned with projecting all the benefit cashflows into the future, and then converting them into present 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 FUNDING POSITION AT NEXT ACTUARIAL VALUATION

As part of this valuation, the Administering Authority has set an average recovery plan to pay off the shortfall of approximately 19 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 £1,022m, equivalent to a funding level of 88%.

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	-	1,025
Real investment return 0.25% lower than assumed	333	1,358
Pensionable Salary growth 0.25% higher than assumed	54	1,079
Members live one year longer than assumed	168	1,193
Growth assets fall by 25%	1,160	2,185

MINIMUM RISK FUNDING POSITION

In assessing the value of the Fund's liabilities (the solvency 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 £10,797m, and the funding level would have reduced correspondingly to 58%. 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 56%.

The value of the liabilities on the solvency funding target assumptions was £7,293m, which is £3,504m less than the value on the minimum risk basis. Over the lifetime of the Fund, the funding plan is therefore making allowance for future investment returns of £3,504m 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
Discount rate	<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 invests 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>
Inflation	<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>
Pensionable Salary growth	<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>
Life expectancy	<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 by projecting forward all of the future benefit cash flows 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 SOLVENCY FUNDING TARGET

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

FINANCIAL ASSUMPTIONS	31 March 2016	31 March 2013
Discount rate	4.20% p.a.	4.60% p.a.
Price inflation (CPI)	2.20% p.a.	2.60% p.a.
Salary increases (short term)	1.25% for 4 years*	1.00% p.a. for 3 years
Salary increases (long term)	3.45% p.a.	4.35% p.a.
Pension increases in payment:	2.20% p.a.	2.60% p.a.

* unless agreed with the Administering Authority.

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 fund'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 future 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.

Baseline

Life expectancy today

Measured by LGPS-wide and fund-specific



Future Changes

How things may change

More uncertain and subjective



Prudence

Margin for uncertainty

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
Annuitant	Normal Health	96% males, 88% females	99% males, 96% females
	Dependant	122% males, 104% females	162% males, 113% females
	Ill Health	96% males, 88% females with an age rating of +3 years in each case	99% males, 96% females with an age rating of +3 years in each case
Active	Normal Health	96% males, 88% females	98% males, 91% females
	Ill Health	96% males, 88% females with an age rating of +4 years in each case	98% males, 91% females with an age rating of +4 years in each case
Deferred	All	96% males, 88% females	121% males, 106% females
All	Future Dependant	119% males, 114% females	108% males, 102% 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	22.8
Life expectancy at 65 for a male aged 45 now	25.0
Life expectancy for a female aged 65 now	25.6
Life expectancy at 65 for a female aged 45 now	27.9


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). 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

For certain employers in the Fund, 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	0.01
45	0.05	0.04
55	0.21	0.18



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.


The proportion of ill health early retirements falling into each tier category, split by males and females, has been assumed to be as set out below:

	Tier 1	Tier 2	Tier 3
Male and Female	75%	12.5%	12.5%

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:

	% leaving per annum	% leaving per annum
Age	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.

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



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.

ASSUMPTIONS USED TO CALCULATE THE PRIMARY CONTRIBUTION RATE

The cost of future accrual (the Primary Contribution Rate) has been calculated using the same actuarial assumptions as used to calculate the solvency 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 Primary Contribution Rate) 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.

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 Fund's 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
Active members		
Number	51,377	49,903
Total Pensionable Salaries (£000s p.a.)	873,044	842,122
Average Pensionable Salary (£ p.a.)	16,993	16,875
Average age (pension weighted)	49.8	49.0

Deferred pensioners		
Number	58,542	51,403
Total deferred pensions revalued to valuation date (£000s p.a.)	79,652	64,016
Average deferred pension (£ p.a.)	1,361	1,245
Average age (pension weighted)	48.9	48.3

Pensioners		
Number	45,939	41,264
Total pensions payable (£000s p.a.)	201,666	180,912
Average pension (£ p.a.)	4,390	4,384
Average age (pension weighted)	69.8	69.0

The above pensioner figures include current dependant pensioners.

C

ASSETS

The market value of the Fund's assets was £6,254,424,000 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	20.0%	1,091,322	17.4%
Overseas Equities	40.0%	2,530,680	40.5%
Private equity	3.5%	300,076	4.8%
Private Debt/Alternatives	2.0%	169,731	2.7%
Index Linked Gilts	12.0%	727,628	11.6%
Corporate Bonds	5.0%	305,018	4.9%
Other Fixed Interest	6.0%	258,498	4.1%
Property	10.0%	704,505	11.3%
Cash	1.5%	132,753	2.1%
Net Current Assets/Liabilities	0.0%	34,213	0.6%
Total	100.0%	6,254,424	100.0%

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 and the financial transactions during the inter-valuation period 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	
Fund at beginning of year	5,288,266	5,550,963	6,277,138	5,288,266
Contributions to Fund:				
Employees	53,327	53,893	54,226	161,446
Employers	166,676	261,399	165,964	594,039
Transfer Values received	12,177	5,514	6,797	24,488
Investment income	148,168	147,126	157,165	452,459
Change in market value of investments	138,003	647,777	(119,013)	666,767

EXPENDITURE	YEAR ENDING 31 MARCH			Total £000s
	2014 £000s	2015 £000s	2016 £000s	
Pensions for members/ spouses/partners/dependants	182,904	190,579	198,299	571,782
Retiring allowances and death gratuities	52,263	58,078	56,898	167,239
Withdrawals	78	178	535	791
Transfer Values paid	14,257	122,754	11,853	148,864
Investment expenses	1,933	13,814	16,395	32,142
Administration expenses	4,219	4,131	3,873	12,223
Fund at end of year	5,550,963	6,277,138	6,254,424	6,254,424

The details of the assets at the valuation date and 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	135	176	77
Withdrawals	14,104	7,919	178
Pensioner Deaths (lives)	3,518	2,760	127
Pensioner Deaths (£000 p.a. of pension)	10,607	9,843	108

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



RATES AND ADJUSTMENTS CERTIFICATE ISSUED IN ACCORDANCE WITH REGULATION 62

NAME OF FUND

South Yorkshire 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 15.0% 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	£99.3 million less 0.5% of pensionable pay
2018/19	£17.9 million less 0.2% of pensionable pay
2019/20	£18.5 million

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.

The secondary rates quoted above for do not include any allowance for the advance payment of contributions by Sheffield City Council prior to 31 March 2017 (totalling £65.1m).

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 (or the 22nd if paid electronically) 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. Further individual adjustments will take place in relation to ill-health and voluntary early retirements occurring in the period except to the extent that the liabilities have been taken into account when setting the employer's contribution rate (as shown on the schedule to this Certificate in Appendix H). These further individual adjustments 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.

For those employers in the ill-health captive arrangement, 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.

For those employers not in the ill-health captive arrangement, we have also shown on the attached Schedule the allowance made for ill health early retirements and voluntary early retirements over the period of three years beginning 1 April 2017 taken into account when setting the employer's contribution rate. For such employers, I have assumed numbers of early retirements and average additional liabilities in respect of those early retirements will be such that, over the period of the certificate, the total additional liabilities in respect of each employer will be as set out in the Schedule. The additional liabilities anticipated have been assessed using the method and assumptions set out in this report.

Signature:



Signature:



Name:

Paul Middleman

Name:

Clive Lewis

Qualification:

Fellow of the Institute
and Faculty of Actuaries

Qualification:

Fellow of the Institute
and Faculty of Actuaries

Date of signing:

31 March 2017



SCHEDULE TO THE RATES AND ADJUSTMENTS CERTIFICATE DATED 31 MARCH 2017

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Major Scheme Employers										
Barnsley MBC	300	1	14.7%	£26,484,200	Nil	Nil	14.7% plus £26,484,200	14.7%	14.7%	£1,993,500
Doncaster MBC	400	1	14.9%	-0.9% plus £27,352,400	0.3%	0.6%	14.0% plus £27,352,400	15.2%	15.5%	£2,427,700
Rotherham MBC	500	1	14.9%	£21,802,900	Nil	Nil	14.9% plus £21,802,900	14.9%	14.9%	£2,630,200
Sheffield City Council	600	4	15.2%	Nil	Nil	Nil	15.2%	15.2%	15.2%	£4,252,500
South Yorkshire Fire Authority	296	1	13.9%	-0.5% plus £1,665,400	Nil	Nil	13.4% plus £1,665,400	13.9%	13.9%	£113,600
The Chief Constable	295		14.0%	-1.8% plus £2,653,300	-0.9% plus £2,719,900	£2,786,600	12.2% plus £2,653,300	13.1% plus £2,719,900	14.0% plus £2,786,600	£1,058,800
The Police and Crime Commissioner	297		14.9%	-2.4% plus £44,500	-1.2% plus £45,600	£46,700	12.5% plus £44,500	13.7% plus £45,600	14.9% plus £46,700	£17,800

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Other Scheme Employers										
Anston Parish Council	509	1	20.0%	£300	Nil	Nil	20.0% plus £300	20.0%	20.0%	Captive
Armthorpe Parish Council	423		15.2%	-1.6% plus £1,000	-0.8% plus £1,000	£1,000	13.6% plus £1,000	14.4% plus £1,000	15.2% plus £1,000	Captive
Askern Town Council	404		16.7%	(£500)	(£500)	(£500)	16.7% less £500	16.7% less £500	16.7% less £500	Captive
Aston-cum-Aughton Parish Council	512		22.7%	-1.7% plus £100	-0.8% plus £100	£100	21.0% plus £100	21.9% plus £100	22.7% plus £100	Captive
Barnburgh & Harlington Parish Council	424		14.2%	(£400)	(£400)	(£400)	14.2% less £400	14.2% less £400	14.2% less £400	Captive
Barnby Dun with Kirk Sandall Parish Council	405		17.7%	(£500)	(£500)	(£500)	17.7% less £500	17.7% less £500	17.7% less £500	Captive
Barnsley College	220		12.9%	-1.2% plus £368,900	-0.6% plus £377,000	£385,300	11.7% plus £368,900	12.3% plus £377,000	12.9% plus £385,300	£154,200
Berneslai Homes	321		15.0%	(£40,400)	(£41,300)	(£42,200)	15.0% less £40,400	15.0% less £41,300	15.0% less £42,200	£289,300
Bradfield Parish Council	660		21.1%	(£10,800)	(£11,000)	(£11,200)	21.1% less £10,800	21.1% less £11,000	21.1% less £11,200	Captive
Doncaster College	221		15.1%	-1.2% plus £427,100	-0.6% plus £436,500	£446,100	13.9% plus £427,100	14.5% plus £436,500	15.1% plus £446,100	£107,900
Ecclesfield Parish Council	661		25.3%	(£1,700)	(£1,700)	(£1,700)	25.3% less £1,700	25.3% less £1,700	25.3% less £1,700	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Edlington Town Council	406	1	16.1%	£13,200	Nil	Nil	16.1% plus £13,200	16.1%	16.1%	Captive
Hatfield Town Council	407		19.3%	£2,900	£3,000	£3,100	19.3% plus £2,900	19.3% plus £3,000	19.3% plus £3,100	Captive
Longley Park Sixth Form College	240		12.5%	-0.9% plus £36,600	-0.4% plus £37,400	£38,200	11.6% plus £36,600	12.1% plus £37,400	12.5% plus £38,200	Captive
Penistone Town Council	305		15.6%	£4,300	£4,400	£4,500	15.6% plus £4,300	15.6% plus £4,400	15.6% plus £4,500	Captive
R N N Group	232	5	14.2%	-0.7% plus £382,500	-0.2% plus £491,300	£600,000	13.5% plus £382,500	14.0% plus £491,300	14.2% plus £600,000	Captive
Rossington Parish Council	408		20.7%	£2,200	£2,200	£2,200	20.7% plus £2,200	20.7% plus £2,200	20.7% plus £2,200	Captive
Sheffield Hallam University	224		13.5%	-1.3% plus £3,052,200	-0.6% plus £3,119,300	£3,187,900	12.2% plus £3,052,200	12.9% plus £3,119,300	13.5% plus £3,187,900	£1,091,700
Silkstone Parish Council	329		13.3%	£200	£200	£200	13.3% plus £200	13.3% plus £200	13.3% plus £200	Captive
South Yorkshire Passenger Transport Executive	100	1	14.0%	-1.2% plus £3,988,400	-0.6%	Nil	12.8% plus £3,988,400	13.4%	14.0%	£107,400
South Yorkshire Pensions Authority	250		14.9%	£198,000	£202,400	£206,900	14.9% plus £198,000	14.9% plus £202,400	14.9% plus £206,900	Captive
Sprotbrough & Cusworth Parish Council	411	1	27.3%	-0.4% plus £3,700	Nil	Nil	26.9% plus £3,700	27.3%	27.3%	Captive
St Leger Homes of Doncaster	428	1	13.9%	-1.5% plus £70,200	-0.7%	Nil	12.4% plus £70,200	13.2%	13.9%	£379,800

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Stainforth Town Council	409		19.4%	£9,600	£9,800	£10,000	19.4% plus £9,600	19.4% plus £9,800	19.4% plus £10,000	Captive
Stocksbridge Town Council	662		18.7%	-1.9% plus £1,000	-1.0% plus £1,000	£1,000	16.8% plus £1,000	17.7% plus £1,000	18.7% plus £1,000	Captive
The Sheffield College	222		15.9%	-1.0% plus £637,900	-0.5% plus £651,900	£666,200	14.9% plus £637,900	15.4% plus £651,900	15.9% plus £666,200	£233,700
Thomas Rotherham College	233		15.5%	-0.3% plus £24,500	£25,000	£25,600	15.2% plus £24,500	15.5% plus £25,000	15.5% plus £25,600	Captive
Thorne Moored Town Council	410	2	18.8%	£13,600	£13,900	£14,200	18.8% plus £13,600	18.8% plus £13,900	18.8% plus £14,200	Captive
Thrybergh Parish Council	510	2	22.7%	-2.1% plus £400	-1.0% plus £700	£1,000	20.6% plus £400	21.7% plus £700	22.7% plus £1,000	Captive
Wickersley Parish Council	515	1	9.6%	£2,800	Nil	Nil	9.6% plus £2,800	9.6%	9.6%	Captive
Other Scheme Employers (Post 31 March 2016 admission)										
Brodsworth Parish Council	254		19.3%	Nil	Nil	Nil	19.3%	19.3%	19.3%	Captive
Former Grant Maintained Schools / Academies										
All Saints Academy (Darfield)	347		14.1%	-0.5% plus £17,700	£18,100	£18,500	13.6% plus £17,700	14.1% plus £18,100	14.1% plus £18,500	Captive
All Saints Catholic High School	606		14.0%	-0.6% plus £32,900	-0.1% plus £34,300	£35,700	13.4% plus £32,900	13.9% plus £34,300	14.0% plus £35,700	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Anston Greenlands Primary School	569		15.0%	£18,200	£18,600	£19,000	15.0% plus £18,200	15.0% plus £18,600	15.0% plus £19,000	Captive
Armthorpe Academy	450	2	17.7%	-2.0% plus £49,500	-1.0% plus £50,500	£51,600	15.7% plus £49,500	16.7% plus £50,500	17.7% plus £51,600	Captive
Armthorpe Shaw Wood Academy	454		13.4%	£30,200	£33,100	£36,000	13.4% plus £30,200	13.4% plus £33,100	13.4% plus £36,000	Captive
Aston Academy	534		15.1%	-0.4% plus £101,000	£106,200	£111,300	14.7% plus £101,000	15.1% plus £106,200	15.1% plus £111,300	Captive
Aston All Saints C of E School	570		17.8%	-1.1% plus £16,700	-0.6% plus £17,100	£17,500	16.7% plus £16,700	17.2% plus £17,100	17.8% plus £17,500	Captive
Auckley J&I Academy	435	2	16.3%	£16,300	£17,800	£19,300	16.3% plus £16,300	16.3% plus £17,800	16.3% plus £19,300	Captive
Balby Carr Academy	462		14.9%	-0.8% plus £158,800	-0.3% plus £164,800	£170,800	14.1% plus £158,800	14.6% plus £164,800	14.9% plus £170,800	Captive
Barnby Dun Primary Academy	451		15.3%	£21,600	£22,100	£22,600	15.3% plus £21,600	15.3% plus £22,100	15.3% plus £22,600	Captive
Barnsley Academy	327		11.5%	£19,400	£19,800	£20,200	11.5% plus £19,400	11.5% plus £19,800	11.5% plus £20,200	Captive
Beck Nursery Infant and Junior School	755		12.3%	-0.7% plus £97,300	-0.2% plus £99,400	£101,600	11.6% plus £97,300	12.1% plus £99,400	12.3% plus £101,600	Captive
Bradfield School	704		16.3%	£36,200	£37,000	£37,800	16.3% plus £36,200	16.3% plus £37,000	16.3% plus £37,800	Captive
Bramley Grange Primary	567		14.4%	-1.3% plus £20,200	-0.7% plus £20,600	£21,100	13.1% plus £20,200	13.7% plus £20,600	14.4% plus £21,100	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Brinsworth Academy	530		13.7%	-1.1% plus £12,100	-0.6% plus £18,900	£25,800	12.6% plus £12,100	13.1% plus £18,900	13.7% plus £25,800	Captive
Brookfield Primary Academy	556		14.6%	-0.2% plus £20,100	£20,500	£21,000	14.4% plus £20,100	14.6% plus £20,500	14.6% plus £21,000	Captive
Broomhill Infant School	614	2	16.6%	-1.1% plus £2,600	-0.6% plus £3,000	£3,500	15.5% plus £2,600	16.0% plus £3,000	16.6% plus £3,500	Captive
Campsmount Academy	439		16.2%	-0.7% plus £61,300	-0.2% plus £62,600	£64,000	15.5% plus £61,300	16.0% plus £62,600	16.2% plus £64,000	Captive
Canklow Woods Primary Academy	550		14.8%	£28,800	£29,400	£30,000	14.8% plus £28,800	14.8% plus £29,400	14.8% plus £30,000	Captive
Carlton Primary	349		15.3%	-0.3% plus £16,600	£17,000	£17,400	15.0% plus £16,600	15.3% plus £17,000	15.3% plus £17,400	Captive
Carr Lodge Academy	481		11.4%	£200	£200	£200	11.4% plus £200	11.4% plus £200	11.4% plus £200	Captive
Carrfield Academy	344		15.3%	£16,800	£17,200	£17,600	15.3% plus £16,800	15.3% plus £17,200	15.3% plus £17,600	Captive
Castle Academy	452		17.7%	£11,900	£12,200	£12,500	17.7% plus £11,900	17.7% plus £12,200	17.7% plus £12,500	Captive
Chapelton Academy	742	2	17.1%	-2.3% plus £200	-1.2% plus £200	£200	14.8% plus £200	15.9% plus £200	17.1% plus £200	Captive
Chaucer School	656		15.6%	-0.6% plus £97,000	-0.1% plus £99,100	£101,300	15.0% plus £97,000	15.5% plus £99,100	15.6% plus £101,300	Captive
Clifford C of E School	609	2	14.1%	-1.7% plus £3,300	-0.9% plus £3,400	£3,600	12.4% plus £3,300	13.2% plus £3,400	14.1% plus £3,600	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Coleridge Primary School	543		13.9%	-1.1% plus £29,100	-0.6% plus £29,700	£30,400	12.8% plus £29,100	13.3% plus £29,700	13.9% plus £30,400	Captive
Concord Junior School	726		12.6%	£22,200	£23,300	£24,400	12.6% plus £22,200	12.6% plus £23,300	12.6% plus £24,400	Captive
Conisbrough Ivanhoe Primary Academy	443	2	14.0%	-0.6% plus £17,300	-0.1% plus £19,100	£21,100	13.4% plus £17,300	13.9% plus £19,100	14.0% plus £21,100	Captive
Darfield Valley School	359		13.6%	£17,900	£20,100	£22,400	13.6% plus £17,900	13.6% plus £20,100	13.6% plus £22,400	Captive
Darton Primary School	363		15.6%	£24,700	£25,200	£25,800	15.6% plus £24,700	15.6% plus £25,200	15.6% plus £25,800	Captive
Dinnington High School	571		15.4%	£100,700	£104,000	£107,400	15.4% plus £100,700	15.4% plus £104,000	15.4% plus £107,400	Captive
Dodworth St John the Baptist CE Primary Academy	362		15.4%	-1.7% plus £23,100	-0.9% plus £23,600	£24,100	13.7% plus £23,100	14.5% plus £23,600	15.4% plus £24,100	Captive
Dunsville Primary School	456		13.8%	£24,400	£24,900	£25,400	13.8% plus £24,400	13.8% plus £24,900	13.8% plus £25,400	Captive
E-ACT Pathways Academy	719		13.7%	-0.1% plus £29,300	£34,000	£38,700	13.6% plus £29,300	13.7% plus £34,000	13.7% plus £38,700	Captive
East Dene Primary	542		13.8%	-0.9% plus £28,300	-0.4% plus £28,900	£29,500	12.9% plus £28,300	13.4% plus £28,900	13.8% plus £29,500	Captive
Eastwood Village Primary School	586		10.9%	£100	£100	£100	10.9% plus £100	10.9% plus £100	10.9% plus £100	Captive
Ecclesfield School	727		14.6%	£118,900	£121,500	£124,200	14.6% plus £118,900	14.6% plus £121,500	14.6% plus £124,200	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Elsecar Holy Trinity CE Primary Academy	374		15.5%	£13,100	£13,400	£13,700	15.5% plus £13,100	15.5% plus £13,400	15.5% plus £13,700	Captive
Emmanuel Junior School	744		18.8%	-2.2% plus £20,200	-1.1% plus £20,600	£21,100	16.6% plus £20,200	17.7% plus £20,600	18.8% plus £21,100	Captive
Emmaus Catholic & CoE Voluntary Academy	736		14.9%	-1.4% plus £31,800	-0.7% plus £32,500	£33,200	13.5% plus £31,800	14.2% plus £32,500	14.9% plus £33,200	Captive
Fir Vale School Academy Trust	701		12.7%	£79,000	£80,700	£82,500	12.7% plus £79,000	12.7% plus £80,700	12.7% plus £82,500	Captive
Firth Park Academy	717		14.4%	-1.3% plus £137,500	-0.6% plus £140,500	£143,600	13.1% plus £137,500	13.8% plus £140,500	14.4% plus £143,600	Captive
Flanderwell Primary School	576		13.5%	-1.2% plus £30,600	-0.6% plus £31,300	£32,000	12.3% plus £30,600	12.9% plus £31,300	13.5% plus £32,000	Captive
Forge Valley School	737		15.8%	-0.1% plus £151,300	£154,600	£158,000	15.7% plus £151,300	15.8% plus £154,600	15.8% plus £158,000	Captive
Fox Hill Primary School	712		13.8%	-0.2% plus £40,300	£43,100	£46,000	13.6% plus £40,300	13.8% plus £43,100	13.8% plus £46,000	Captive
Gooseacre Academy	345		13.3%	£22,600	£23,100	£23,600	13.3% plus £22,600	13.3% plus £23,100	13.3% plus £23,600	Captive
Greasbrough Academy	584		15.1%	-1.0% plus £22,500	-0.5% plus £23,000	£23,500	14.1% plus £22,500	14.6% plus £23,000	15.1% plus £23,500	Captive
Greenacre Academy	372	2	12.0%	-1.0% plus £300,700	-0.5% plus £307,300	£314,100	11.0% plus £300,700	11.5% plus £307,300	12.0% plus £314,100	Captive
Greengate Lane Academy	707		13.7%	£12,900	£13,200	£13,500	13.7% plus £12,900	13.7% plus £13,200	13.7% plus £13,500	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Hall Cross Academy Trust	445		15.4%	-0.2% plus £140,200	£145,700	£151,300	15.2% plus £140,200	15.4% plus £145,700	15.4% plus £151,300	Captive
Hallam Primary Academy	752		15.4%	-1.5% plus £22,100	-0.7% plus £22,600	£23,100	13.9% plus £22,100	14.7% plus £22,600	15.4% plus £23,100	Captive
Handsworth Grange Community Sports College	743		15.1%	£101,800	£104,000	£106,300	15.1% plus £101,800	15.1% plus £104,000	15.1% plus £106,300	Captive
Hartley Brook Academy	651		11.5%	£56,000	£57,200	£58,500	11.5% plus £56,000	11.5% plus £57,200	11.5% plus £58,500	Captive
Hatfield Academy	652		12.7%	£23,900	£24,400	£24,900	12.7% plus £23,900	12.7% plus £24,400	12.7% plus £24,900	Captive
Heather Garth Primary School	356		17.1%	-1.8% plus £33,000	-0.9% plus £33,700	£34,400	15.3% plus £33,000	16.2% plus £33,700	17.1% plus £34,400	Captive
Herringthorpe Junior Academy	582	2	12.7%	£26,100	£26,600	£27,200	12.7% plus £26,100	12.7% plus £26,600	12.7% plus £27,200	Captive
High Hazels Junior Academy	745		14.2%	-0.2% plus £42,300	£43,200	£44,200	14.0% plus £42,300	14.2% plus £43,200	14.2% plus £44,200	Captive
High Hazels Nursery Infants Academy	749		12.5%	-0.8% plus £48,500	-0.3% plus £49,600	£50,700	11.7% plus £48,500	12.2% plus £49,600	12.5% plus £50,700	Captive
High View Primary Learning Centre	375		15.5%	£59,000	£60,300	£61,600	15.5% plus £59,000	15.5% plus £60,300	15.5% plus £61,600	Captive
Highgate Academy	343		16.5%	-1.4% plus £26,800	-0.7% plus £27,400	£28,000	15.1% plus £26,800	15.8% plus £27,400	16.5% plus £28,000	Captive
Hillsborough Primary School	720		15.4%	-0.5% plus £42,600	£43,500	£44,500	14.9% plus £42,600	15.4% plus £43,500	15.4% plus £44,500	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Hinde House 3-16 School	714		14.8%	-1.1% plus £121,900	-0.6% plus £124,600	£127,300	13.7% plus £121,900	14.2% plus £124,600	14.8% plus £127,300	Captive
Holy Family Catholic Primary	467		13.1%	£19,500	£19,900	£20,300	13.1% plus £19,500	13.1% plus £19,900	13.1% plus £20,300	Captive
Hoyland Common Primary School	360		12.6%	-0.5% plus £43,900	£44,900	£45,900	12.1% plus £43,900	12.6% plus £44,900	12.6% plus £45,900	Captive
Hoyland Springwood Primary School	377		15.8%	£22,800	£25,400	£28,100	15.8% plus £22,800	15.8% plus £25,400	15.8% plus £28,100	Captive
Hungerhill Academy Trust	446		15.2%	-0.6% plus £85,500	-0.1% plus £87,400	£89,300	14.6% plus £85,500	15.1% plus £87,400	15.2% plus £89,300	Captive
King Ecgbert School	658		14.5%	-1.0% plus £73,200	-0.5% plus £74,800	£76,400	13.5% plus £73,200	14.0% plus £74,800	14.5% plus £76,400	Captive
Kirk Balk Community College	368	1	16.9%	-0.3% plus £234,700	Nil	Nil	16.6% plus £234,700	16.9%	16.9%	Captive
Kirk Sandall Infant School	455		13.1%	£21,700	£22,200	£22,700	13.1% plus £21,700	13.1% plus £22,200	13.1% plus £22,700	Captive
Kirk Sandall Junior School	476		15.3%	-0.3% plus £22,500	£23,400	£24,300	15.0% plus £22,500	15.3% plus £23,400	15.3% plus £24,300	Captive
Laithe Primary School	373		12.9%	-1.0% plus £28,600	-0.5% plus £29,200	£29,800	11.9% plus £28,600	12.4% plus £29,200	12.9% plus £29,800	Captive
Listerdale Primary School	573		14.7%	£28,200	£29,400	£30,500	14.7% plus £28,200	14.7% plus £29,400	14.7% plus £30,500	Captive
Outwood Primary Academy Littleworth Grange	358		14.4%	£41,300	£44,300	£47,200	14.4% plus £41,300	14.4% plus £44,300	14.4% plus £47,200	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Lound Infant School	715		14.4%	£22,400	£24,500	£26,600	14.4% plus £22,400	14.4% plus £24,500	14.4% plus £26,600	Captive
Lound Junior School	716		17.1%	£23,500	£26,800	£30,100	17.1% plus £23,500	17.1% plus £26,800	17.1% plus £30,100	Captive
Lowedges Junior Academy	739		13.5%	-1.9% plus £20,100	-0.9% plus £20,500	£21,000	11.6% plus £20,100	12.6% plus £20,500	13.5% plus £21,000	Captive
Maltby Academy	529		12.6%	(£47,400)	(£48,400)	(£49,500)	12.6% less £47,400	12.6% less £48,400	12.6% less £49,500	Captive
Maltby Lilly Hall Academy	578		14.9%	£31,800	£34,100	£36,500	14.9% plus £31,800	14.9% plus £34,100	14.9% plus £36,500	Captive
Maltby Manor Academy	577		13.9%	-0.4% plus £34,400	£37,600	£40,900	13.5% plus £34,400	13.9% plus £37,600	13.9% plus £40,900	Captive
Maltby Redwood Academy	558		13.9%	-0.6% plus £15,800	-0.1% plus £16,900	£18,000	13.3% plus £15,800	13.8% plus £16,900	13.9% plus £18,000	Captive
Mansel Primary School	710		13.2%	£37,900	£39,700	£41,500	13.2% plus £37,900	13.2% plus £39,700	13.2% plus £41,500	Captive
McAuley Catholic High School	465		15.4%	-0.7% plus £108,300	-0.2% plus £110,700	£113,100	14.7% plus £108,300	15.2% plus £110,700	15.4% plus £113,100	Captive
Meadowhead School Academy Trust	654	1	13.7%	-0.7% plus £279,000	-0.2%	Nil	13.0% plus £279,000	13.5%	13.7%	Captive
Meadstead Primary Academy	355		14.4%	-0.7% plus £26,300	-0.2% plus £29,000	£31,800	13.7% plus £26,300	14.2% plus £29,000	14.4% plus £31,800	Captive
Mexborough Academy	475		15.3%	-1.1% plus £96,800	-0.5% plus £98,900	£101,100	14.2% plus £96,800	14.8% plus £98,900	15.3% plus £101,100	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Meynell Primary School	708		13.4%	£44,900	£47,200	£49,400	13.4% plus £44,900	13.4% plus £47,200	13.4% plus £49,400	Captive
Monkwood Primary Academy	568		14.1%	-0.6% plus £35,700	-0.1% plus £36,900	£38,100	13.5% plus £35,700	14.0% plus £36,900	14.1% plus £38,100	Captive
Montagu Academy	466		15.7%	-0.2% plus £41,200	£44,800	£48,400	15.5% plus £41,200	15.7% plus £44,800	15.7% plus £48,400	Captive
Monteney Primary School	711		12.3%	£58,500	£62,600	£66,700	12.3% plus £58,500	12.3% plus £62,600	12.3% plus £66,700	Captive
Nether Edge Primary Academy	750		13.7%	-1.0% plus £44,900	-0.5% plus £45,900	£46,900	12.7% plus £44,900	13.2% plus £45,900	13.7% plus £46,900	Captive
Newfield Secondary School	729		15.5%	-1.2% plus £84,400	-0.6% plus £86,300	£88,200	14.3% plus £84,400	14.9% plus £86,300	15.5% plus £88,200	Captive
Notre Dame High School	604		15.7%	-1.5% plus £28,600	-0.8% plus £30,800	£33,000	14.2% plus £28,600	14.9% plus £30,800	15.7% plus £33,000	Captive
Oakhill Primary Academy	341		17.2%	-1.1% plus £28,900	-0.6% plus £29,500	£30,100	16.1% plus £28,900	16.6% plus £29,500	17.2% plus £30,100	Captive
Oakwood High School	554		15.2%	-0.5% plus £85,600	£88,600	£91,600	14.7% plus £85,600	15.2% plus £88,600	15.2% plus £91,600	Captive
Oasis Academy (Firvale)	740		10.9%	-2.1% plus £1,100	-1.1% plus £1,100	£1,100	8.8% plus £1,100	9.8% plus £1,100	10.9% plus £1,100	Captive
Oasis Academy (Watermead)	741		11.3%	-0.5% plus £500	£500	£500	10.8% plus £500	11.3% plus £500	11.3% plus £500	Captive
Oasis Academy Don Valley	753		9.8%	-1.0% plus £100	-0.5% plus £100	£100	8.8% plus £100	9.3% plus £100	9.8% plus £100	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Outwood Academy - Carlton	380		15.2%	-0.1% plus £116,400	£119,000	£121,600	15.1% plus £116,400	15.2% plus £119,000	15.2% plus £121,600	Captive
Outwood Academy Adwick	431		16.2%	(£21,100)	(£21,600)	(£22,100)	16.2% less £21,100	16.2% less £21,600	16.2% less £22,100	Captive
Outwood Academy City	723		13.5%	£92,200	£94,200	£96,300	13.5% plus £92,200	13.5% plus £94,200	13.5% plus £96,300	Captive
Outwood Academy Danum	440		15.3%	£140,100	£143,200	£146,400	15.3% plus £140,100	15.3% plus £143,200	15.3% plus £146,400	Captive
Outwood Academy Shafton	369		15.9%	-1.1% plus £104,000	-0.6% plus £112,600	£121,200	14.8% plus £104,000	15.3% plus £112,600	15.9% plus £121,200	Captive
Parkwood Academy	622		14.2%	(£15,500)	(£15,800)	(£16,100)	14.2% less £15,500	14.2% less £15,800	14.2% less £16,100	Captive
Porter Croft C of E Primary Academy	718		14.1%	-0.5% plus £24,700	£25,200	£25,800	13.6% plus £24,700	14.1% plus £25,200	14.1% plus £25,800	Captive
Queens Road Academy	357		15.2%	-1.1% plus £18,800	-0.6% plus £19,200	£19,600	14.1% plus £18,800	14.6% plus £19,200	15.2% plus £19,600	Captive
Ravenfield Primary Academy	579		17.5%	-1.1% plus £17,000	-0.6% plus £18,000	£18,900	16.4% plus £17,000	16.9% plus £18,000	17.5% plus £18,900	Captive
Rawmarsh Ashwood Primary School	561		16.6%	-0.6% plus £25,000	-0.1% plus £25,600	£26,200	16.0% plus £25,000	16.5% plus £25,600	16.6% plus £26,200	Captive
Rawmarsh Community School	565		12.9%	-1.1% plus £105,800	-0.5% plus £108,100	£110,500	11.8% plus £105,800	12.4% plus £108,100	12.9% plus £110,500	Captive
Richmond Hill Primary Academy	464		16.6%	-1.2% plus £31,500	-0.6% plus £33,800	£36,100	15.4% plus £31,500	16.0% plus £33,800	16.6% plus £36,100	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Royston Parkside Academy	350		17.1%	-1.9% plus £22,700	-0.9% plus £23,200	£23,700	15.2% plus £22,700	16.2% plus £23,200	17.1% plus £23,700	Captive
Royston St John the Baptist School	381		15.2%	£32,000	£32,700	£33,400	15.2% plus £32,000	15.2% plus £32,700	15.2% plus £33,400	Captive
Royston Summer Fields Primary	351		14.5%	-0.9% plus £17,800	-0.4% plus £18,200	£18,600	13.6% plus £17,800	14.1% plus £18,200	14.5% plus £18,600	Captive
Sacred Heart School, A Voluntary Academy	722		16.2%	£21,700	£22,500	£23,400	16.2% plus £21,700	16.2% plus £22,500	16.2% plus £23,400	Captive
Sandhill Primary Academy	555	2	13.0%	£12,800	£14,500	£16,200	13.0% plus £12,800	13.0% plus £14,500	13.0% plus £16,200	Captive
Sandhill Primary School	371		13.4%	£26,600	£27,200	£27,800	13.4% plus £26,600	13.4% plus £27,200	13.4% plus £27,800	Captive
Shafton Primary Academy	352		15.4%	-0.7% plus £19,800	-0.2% plus £20,200	£20,600	14.7% plus £19,800	15.2% plus £20,200	15.4% plus £20,600	Captive
Sheffield Park Academy	692		14.0%	-0.9% plus £25,800	-0.4% plus £26,400	£27,000	13.1% plus £25,800	13.6% plus £26,400	14.0% plus £27,000	Captive
Sheffield Springs Academy	691		13.0%	-0.6% plus £21,100	-0.1% plus £23,100	£25,100	12.4% plus £21,100	12.9% plus £23,100	13.0% plus £25,100	Captive
Silverdale School	706		13.4%	£73,000	£74,600	£76,200	13.4% plus £73,000	13.4% plus £74,600	13.4% plus £76,200	Captive
Sir Thomas Wharton Academy	457		15.3%	-1.1% plus £74,000	-0.6% plus £75,600	£77,300	14.2% plus £74,000	14.7% plus £75,600	15.3% plus £77,300	Captive
Sitwell Junior School	562		14.1%	-1.9% plus £24,200	-0.9% plus £24,700	£25,200	12.2% plus £24,200	13.2% plus £24,700	14.1% plus £25,200	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Southey Green Primary School & Nurseries	705		12.9%	£54,300	£55,500	£56,700	12.9% plus £54,300	12.9% plus £55,500	12.9% plus £56,700	Captive
Springwell Alternative Academy	367		11.6%	-0.5% plus £68,600	£70,100	£71,600	11.1% plus £68,600	11.6% plus £70,100	11.6% plus £71,600	Captive
Springwell Special Academy	366		11.9%	-1.7% plus £62,400	-0.8% plus £63,800	£65,200	10.2% plus £62,400	11.1% plus £63,800	11.9% plus £65,200	Captive
Springwood Junior Academy	583		13.6%	£17,500	£17,900	£18,300	13.6% plus £17,500	13.6% plus £17,900	13.6% plus £18,300	Captive
St Anns RC Primary School	607	2	16.3%	(£600)	(£600)	(£600)	16.3% less £600	16.3% less £600	16.3% less £600	Captive
St Bedes Catholic Primary School	544		15.4%	-1.0% plus £27,900	-0.5% plus £28,500	£29,100	14.4% plus £27,900	14.9% plus £28,500	15.4% plus £29,100	Captive
St Bernards Catholic High School	539		13.8%	-1.3% plus £83,800	-0.7% plus £85,600	£87,500	12.5% plus £83,800	13.1% plus £85,600	13.8% plus £87,500	Captive
St Catherines Catholic Primary School	725		14.1%	-1.3% plus £43,500	-0.6% plus £45,700	£47,800	12.8% plus £43,500	13.5% plus £45,700	14.1% plus £47,800	Captive
St Gerards Catholic Primary - Thrybergh	545		18.8%	-1.7% plus £14,100	-0.9% plus £14,400	£14,700	17.1% plus £14,100	17.9% plus £14,400	18.8% plus £14,700	Captive
St Helens Primary Academy	353		15.4%	-1.9% plus £23,100	-0.9% plus £24,100	£25,000	13.5% plus £23,100	14.5% plus £24,100	15.4% plus £25,000	Captive
St John Fisher Primary - A Catholic Voluntary Academy	605	2	18.4%	£4,300	£4,600	£4,800	18.4% plus £4,300	18.4% plus £4,600	18.4% plus £4,800	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
St Josephs Catholic Primary (Dinnington)	557		14.5%	-1.1% plus £18,300	-0.5% plus £20,300	£22,300	13.4% plus £18,300	14.0% plus £20,300	14.5% plus £22,300	Captive
St Joseph's Catholic School (Rossington)	463		17.7%	£18,400	£18,800	£19,200	17.7% plus £18,400	17.7% plus £18,800	17.7% plus £19,200	Captive
St Josephs Primary School	608		20.0%	£2,200	£2,200	£2,200	20.0% plus £2,200	20.0% plus £2,200	20.0% plus £2,200	Captive
St Maries School Catholic Voluntary Academy	659		14.7%	-1.5% plus £25,400	-0.7% plus £26,600	£27,800	13.2% plus £25,400	14.0% plus £26,600	14.7% plus £27,800	Captive
St Marys Academy Trust	340		14.3%	£16,400	£17,000	£17,700	14.3% plus £16,400	14.3% plus £17,000	14.3% plus £17,700	Captive
St Marys C of E Academy (Walkley)	738		14.4%	-1.3% plus £27,600	-0.6% plus £28,200	£28,800	13.1% plus £27,600	13.8% plus £28,200	14.4% plus £28,800	Captive
St Mary's Catholic Primary (Maltby)	549		16.8%	-0.6% plus £15,200	-0.1% plus £15,700	£16,000	16.2% plus £15,200	16.7% plus £15,700	16.8% plus £16,000	Captive
St Mary's Catholic Primary School (Herringthorpe)	546		18.7%	-1.3% plus £17,700	-0.7% plus £18,800	£19,800	17.4% plus £17,700	18.0% plus £18,800	18.7% plus £19,800	Captive
St Marys Primary School (High Green)	721		15.4%	£18,700	£19,800	£21,000	15.4% plus £18,700	15.4% plus £19,800	15.4% plus £21,000	Captive
St Oswalds CoE Academy	453		14.1%	£10,900	£11,100	£11,300	14.1% plus £10,900	14.1% plus £11,100	14.1% plus £11,300	Captive
St Patrick's Catholic Academy Trust	612		19.6%	-1.3% plus £12,900	-0.7% plus £13,200	£13,500	18.3% plus £12,900	18.9% plus £13,200	19.6% plus £13,500	Captive
St Therasas RC School	611		15.6%	Nil	Nil	Nil	15.6%	15.6%	15.6%	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
St Thomas More Catholic Primary - A Voluntary Academy	756		12.9%	£23,500	£24,000	£24,500	12.9% plus £23,500	12.9% plus £24,000	12.9% plus £24,500	Captive
St Thomas of Canterbury Trust	657		16.6%	£21,000	£21,600	£22,200	16.6% plus £21,000	16.6% plus £21,600	16.6% plus £22,200	Captive
St Wilfrid's Catholic Primary School	700		17.7%	-0.9% plus £21,700	-0.4% plus £22,200	£22,700	16.8% plus £21,700	17.3% plus £22,200	17.7% plus £22,700	Captive
Tapton School	639		12.8%	£102,300	£106,700	£111,000	12.8% plus £102,300	12.8% plus £106,700	12.8% plus £111,000	Captive
The Academy at Ridgewood Trust	442	2	15.2%	-0.8% plus £87,500	-0.3% plus £94,500	£101,600	14.4% plus £87,500	14.9% plus £94,500	15.2% plus £101,600	Captive
The Forest Academy	354		10.2%	£18,900	£22,400	£25,800	10.2% plus £18,900	10.2% plus £22,400	10.2% plus £25,800	Captive
The Hayfield School	229	2	17.0%	£22,100	£22,600	£23,100	17.0% plus £22,100	17.0% plus £22,600	17.0% plus £23,100	Captive
The Hill Academy	342		14.3%	-1.1% plus £32,600	-0.6% plus £33,300	£34,000	13.2% plus £32,600	13.7% plus £33,300	14.3% plus £34,000	Captive
The Mill Academy	365		18.1%	£27,300	£27,900	£28,500	18.1% plus £27,300	18.1% plus £27,900	18.1% plus £28,500	Captive
Thrybergh Academy & Sports College	540		14.8%	-1.7% plus £106,200	-0.8% plus £125,000	£143,700	13.1% plus £106,200	14.0% plus £125,000	14.8% plus £143,700	Captive
Thrybergh Fullerton Primary	575		14.8%	-1.0% plus £12,000	-0.5% plus £12,300	£12,600	13.8% plus £12,000	14.3% plus £12,300	14.8% plus £12,600	Captive
Thrybergh Primary School	563		15.0%	-0.8% plus £19,900	-0.3% plus £20,300	£20,700	14.2% plus £19,900	14.7% plus £20,300	15.0% plus £20,700	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Thurcroft Junior Academy	538		15.0%	-0.3% plus £15,300	£15,600	£15,900	14.7% plus £15,300	15.0% plus £15,600	15.0% plus £15,900	Captive
Totley All Saints C of E School	613		17.2%	£5,300	£5,400	£5,500	17.2% plus £5,300	17.2% plus £5,400	17.2% plus £5,500	Captive
Totley Primary School	724		17.4%	-0.8% plus £21,000	-0.3% plus £21,500	£22,000	16.6% plus £21,000	17.1% plus £21,500	17.4% plus £22,000	Captive
Trinity Academy	427		15.0%	-0.7% plus £12,900	-0.2% plus £13,200	£13,500	14.3% plus £12,900	14.8% plus £13,200	15.0% plus £13,500	Captive
Trinity Croft C of E Primary Academy	572		11.9%	-0.9% plus £8,400	-0.4% plus £8,600	£8,800	11.0% plus £8,400	11.5% plus £8,600	11.9% plus £8,800	Captive
University Technology College (Sheffield)	246		12.6%	-0.7% plus £6,600	-0.2% plus £6,700	£6,800	11.9% plus £6,600	12.4% plus £6,700	12.6% plus £6,800	Captive
Upperwood Academy	348		16.1%	£19,900	£20,300	£20,700	16.1% plus £19,900	16.1% plus £20,300	16.1% plus £20,700	Captive
Valley Park Community Primary	746		12.9%	£72,500	£74,100	£75,700	12.9% plus £72,500	12.9% plus £74,100	12.9% plus £75,700	Captive
Wales High School (Academy Trust)	531	1	14.6%	-0.4% plus £72,300	Nil	Nil	14.2% plus £72,300	14.6%	14.6%	Captive
West Meadows Primary School	361		13.8%	£23,700	£25,700	£27,700	13.8% plus £23,700	13.8% plus £25,700	13.8% plus £27,700	Captive
Whiston Junior & Infant School	551		16.5%	-1.5% plus £13,200	-0.8% plus £13,700	£14,100	15.0% plus £13,200	15.7% plus £13,700	16.5% plus £14,100	Captive
Whiston Worrygoose Junior & Infant School	552		18.2%	-1.7% plus £21,000	-0.9% plus £21,700	£22,400	16.5% plus £21,000	17.3% plus £21,700	18.2% plus £22,400	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Wickersley Northfield Primary	574		16.5%	-0.8% plus £39,600	-0.3% plus £40,500	£41,400	15.7% plus £39,600	16.2% plus £40,500	16.5% plus £41,400	Captive
Wickersley School and Sports College	559		13.7%	-0.2% plus £207,400	£215,800	£224,200	13.5% plus £207,400	13.7% plus £215,800	13.7% plus £224,200	Captive
Wickersley St Albans C of E Primary School	566		16.7%	-0.4% plus £19,700	£20,400	£21,000	16.3% plus £19,700	16.7% plus £20,400	16.7% plus £21,000	Captive
Willow Primary	449		14.8%	£16,100	£16,500	£16,900	14.8% plus £16,100	14.8% plus £16,500	14.8% plus £16,900	Captive
Wincobank Nursery & Infant School	728		15.3%	-1.5% plus £22,000	-0.8% plus £22,700	£23,500	13.8% plus £22,000	14.5% plus £22,700	15.3% plus £23,500	Captive
Wingfield Academy	547	2	13.9%	-0.3% plus £73,300	£78,500	£83,600	13.6% plus £73,300	13.9% plus £78,500	13.9% plus £83,600	Captive
Winterhill School	580		14.0%	£123,400	£126,100	£128,900	14.0% plus £123,400	14.0% plus £126,100	14.0% plus £128,900	Captive
Wisewood Community Primary	751		16.5%	£22,600	£23,400	£24,100	16.5% plus £22,600	16.5% plus £23,400	16.5% plus £24,100	Captive
Wombwell Park Street Primary School	376		12.7%	-0.9% plus £27,900	-0.4% plus £28,500	£29,100	11.8% plus £27,900	12.3% plus £28,500	12.7% plus £29,100	Captive
XP School	480		10.4%	£100	£100	£100	10.4% plus £100	10.4% plus £100	10.4% plus £100	Captive
Yewlands Academy	650		15.1%	-1.5% plus £101,000	-0.7% plus £103,200	£105,500	13.6% plus £101,000	14.4% plus £103,200	15.1% plus £105,500	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Multi-Academy Trusts										
Delta Academies Trust	n/a		15.5%	-0.8% plus £385,800	-0.3% plus £396,300	£407,000	14.7% plus £385,800	15.2% plus £396,300	15.5% plus £407,000	Captive
Former Grant Maintained Schools / Academies (Post 31 March 2016 admissions)										
Abbey School	588		16.7%	£13,600	£13,900	£14,200	16.7% plus £13,600	16.7% plus £13,900	16.7% plus £14,200	Captive
Abbeyfield Primary (Firs Hill Community Primary)	766		13.0%	£42,600	£43,500	£44,500	13.0% plus £42,600	13.0% plus £43,500	13.0% plus £44,500	Captive
Acres Hill Community Primary Academy	772		15.1%	£43,100	£44,000	£44,900	15.1% plus £43,100	15.1% plus £44,000	15.1% plus £44,900	Captive
Aston Hall Junior & Infant School	595		14.0%	£12,300	£12,600	£12,900	14.0% plus £12,300	14.0% plus £12,600	14.0% plus £12,900	Captive
Aston Lodge Primary School	597		16.9%	£13,400	£13,700	£14,000	16.9% plus £13,400	16.9% plus £13,700	16.9% plus £14,000	Captive
Aughton Junior Academy	808		15.6%	£10,300	£10,500	£10,700	15.6% plus £10,300	15.6% plus £10,500	15.6% plus £10,700	Captive
Balby Central Primary School	496		14.3%	£33,000	£33,700	£34,500	14.3% plus £33,000	14.3% plus £33,700	14.3% plus £34,500	Captive
Birley Academy	775		17.0%	£133,300	£136,200	£139,300	17.0% plus £133,300	17.0% plus £136,200	17.0% plus £139,300	Captive
Birley Primary Academy	776		15.0%	£54,000	£55,200	£56,400	15.0% plus £54,000	15.0% plus £55,200	15.0% plus £56,400	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Birley Spa Primary Academy	779		16.6%	£67,800	£69,400	£70,900	16.6% plus £67,800	16.6% plus £69,400	16.6% plus £70,900	Captive
Brampton Cortonwood Infant School	TBC4		TBC	TBC	TBC	TBC	TBC	TBC	TBC	Captive
Brampton Ellis C of E Primary	TBC1		15.0%	£33,500	£34,200	£34,900	15.0% plus £33,500	15.0% plus £34,200	15.0% plus £34,900	Captive
Brinsworth Whitehill Academy	594		14.5%	£19,600	£20,000	£20,400	14.5% plus £19,600	14.5% plus £20,000	14.5% plus £20,400	Captive
Byron Wood Academy	763		13.8%	£75,700	£77,400	£79,100	13.8% plus £75,700	13.8% plus £77,400	13.8% plus £79,100	Captive
Catcliffe Primary School	800		13.5%	£20,400	£20,800	£21,300	13.5% plus £20,400	13.5% plus £20,800	13.5% plus £21,300	Captive
Charnock Hall Primary School	778		16.2%	£35,400	£36,200	£37,000	16.2% plus £35,400	16.2% plus £36,200	16.2% plus £37,000	Captive
Clifton Community School	TBC3		TBC	TBC	TBC	TBC	TBC	TBC	TBC	Captive
Consilium Academies Trust	255		10.3%	Nil	Nil	Nil	10.3%	10.3%	10.3%	Captive
Denaby Main Primary Academy	492		15.0%	£21,100	£21,600	£22,100	15.0% plus £21,100	15.0% plus £21,600	15.0% plus £22,100	Captive
Dinnington Community Primary School	587		12.6%	£25,300	£25,900	£26,500	12.6% plus £25,300	12.6% plus £25,900	12.6% plus £26,500	Captive
Edenthorpe Hall Academy	490		13.2%	£11,400	£11,700	£12,000	13.2% plus £11,400	13.2% plus £11,700	13.2% plus £12,000	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Edlington Victoria Primary	498		19.2%	£26,600	£27,300	£27,900	19.2% plus £26,600	19.2% plus £27,300	19.2% plus £27,900	Captive
Hexthorpe Primary School	491		13.1%	£34,600	£35,400	£36,200	13.1% plus £34,600	13.1% plus £35,400	13.1% plus £36,200	Captive
High Greave Infant School	590		14.0%	£15,600	£15,900	£16,200	14.0% plus £15,600	14.0% plus £15,900	14.0% plus £16,200	Captive
High Greave Junior School	591		11.8%	£15,700	£16,000	£16,400	11.8% plus £15,700	11.8% plus £16,000	11.8% plus £16,400	Captive
Hillside Academy (Conisbrough Balby Street)	489		20.7%	£10,800	£11,000	£11,200	20.7% plus £10,800	20.7% plus £11,000	20.7% plus £11,200	Captive
Hilltop Primary School - Edlington	819		16.1%	£32,500	£33,200	£33,900	16.1% plus £32,500	16.1% plus £33,200	16.1% plus £33,900	Captive
Hucklow Primary School	757		13.1%	£25,500	£26,100	£26,700	13.1% plus £25,500	13.1% plus £26,100	13.1% plus £26,700	Captive
Kexborough Primary School	384		TBC	TBC	TBC	TBC	TBC	TBC	TBC	Captive
Kelford School	593		13.4%	£61,600	£63,000	£64,400	13.4% plus £61,600	13.4% plus £63,000	13.4% plus £64,400	Captive
Kingfisher Primary School	497		17.2%	£40,700	£41,600	£42,500	17.2% plus £40,700	17.2% plus £41,600	17.2% plus £42,500	Captive
Lower Meadow Primary Academy	761		12.8%	£25,800	£26,400	£27,000	12.8% plus £25,800	12.8% plus £26,400	12.8% plus £27,000	Captive
Maltby Hilltop School	589		14.3%	£72,800	£74,400	£76,000	14.3% plus £72,800	14.3% plus £74,400	14.3% plus £76,000	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Manor Lodge Primary	771		14.9%	£29,300	£29,900	£30,500	14.9% plus £29,300	14.9% plus £29,900	14.9% plus £30,500	Captive
Mexborough St John The Baptist CoE Primary	494		17.6%	£15,600	£16,000	£16,300	17.6% plus £15,600	17.6% plus £16,000	17.6% plus £16,300	Captive
Morley Place Junior School	488		17.3%	£19,700	£20,100	£20,500	17.3% plus £19,700	17.3% plus £20,100	17.3% plus £20,500	Captive
Oakwell Rise Primary Academy	385		15.2%	£17,200	£17,600	£18,000	15.2% plus £17,200	15.2% plus £17,600	15.2% plus £18,000	Captive
Pennine View School	TBC2		TBC	TBC	TBC	TBC	TBC	TBC	TBC	Captive
Phillimore Community School	773		14.1%	£53,700	£54,900	£56,200	14.1% plus £53,700	14.1% plus £54,900	14.1% plus £56,200	Captive
Rainbow Forge Primary School	777		12.2%	£13,000	£13,300	£13,600	12.2% plus £13,000	12.2% plus £13,300	12.2% plus £13,600	Captive
Reach 4 Academy Trust	762		9.3%	Nil	Nil	Nil	9.3%	9.3%	9.3%	Captive
Roughwood Primary	TBC5		TBC	TBC	TBC	TBC	TBC	TBC	TBC	Captive
Scawsby Rosedale Primary School	823		14.8%	£23,200	£23,800	£24,300	14.8% plus £23,200	14.8% plus £23,800	14.8% plus £24,300	Captive
Swinton Community School	598		16.7%	£62,400	£63,800	£65,200	16.7% plus £62,400	16.7% plus £63,800	16.7% plus £65,200	Captive
Swinton Fitzwilliam Primary	809		15.3%	£20,300	£20,700	£21,200	15.3% plus £20,300	15.3% plus £20,700	15.3% plus £21,200	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Swinton Queen Primary School	596		17.4%	£15,100	£15,400	£15,700	17.4% plus £15,100	17.4% plus £15,400	17.4% plus £15,700	Captive
Tinsley Meadows Primary School	758		11.8%	£53,400	£54,600	£55,800	11.8% plus £53,400	11.8% plus £54,600	11.8% plus £55,800	Captive
Ward Green Primary	382		16.2%	£32,100	£32,800	£33,600	16.2% plus £32,100	16.2% plus £32,800	16.2% plus £33,600	Captive
Wath C of E Primary School	818		16.6%	£29,100	£29,800	£30,400	16.6% plus £29,100	16.6% plus £29,800	16.6% plus £30,400	Captive
Wath Central Primary School	820		16.6%	£29,100	£29,800	£30,400	16.6% plus £29,100	16.6% plus £29,800	16.6% plus £30,400	Captive
Waverley Academy	487		17.6%	£22,100	£22,600	£23,100	17.6% plus £22,100	17.6% plus £22,600	17.6% plus £23,100	Captive
Wellgate Primary School	383		14.4%	£41,400	£42,300	£43,200	14.4% plus £41,400	14.4% plus £42,300	14.4% plus £43,200	Captive
Woodfield Primary School	493		13.4%	£35,900	£36,700	£37,500	13.4% plus £35,900	13.4% plus £36,700	13.4% plus £37,500	Captive
Wybourn Community Primary Academy	774		14.6%	£70,400	£71,900	£73,600	14.6% plus £70,400	14.6% plus £71,900	14.6% plus £73,600	Captive
Admitted Bodies ("Community Admission Bodies") (Post 31 March 2016 admission)										
Learn Sheffield	768		14.7%	Nil	Nil	Nil	14.7%	14.7%	14.7%	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Admitted Bodies ("Community Admission Bodies")										
7 Hills Leisure Trust	243		15.7%	(£68,100)	(£69,600)	(£71,100)	15.7% less £68,100	15.7% less £69,600	15.7% less £71,100	Captive
Action Housing & Support Ltd	204		14.7%	-1.9% plus £122,000	-1.0% plus £124,700	£127,400	12.8% plus £122,000	13.7% plus £124,700	14.7% plus £127,400	Captive
Age Concern Doncaster	419		27.7%	-1.4% plus £1,000	-0.7% plus £1,000	£1,000	26.3% plus £1,000	27.0% plus £1,000	27.7% plus £1,000	Captive
Barnsley BIC Ltd	308	1	19.0%	£34,400	Nil	Nil	19.0% plus £34,400	19.0%	19.0%	Captive
Barnsley Premier Leisure	228		12.6%	-1.2% plus £117,200	-0.6% plus £119,800	£122,400	11.4% plus £117,200	12.0% plus £119,800	12.6% plus £122,400	Captive
Community Action Halfway Home	520		27.8%	-7.9% plus £11,900	-3.9% plus £12,200	£12,500	19.9% plus £11,900	23.9% plus £12,200	27.8% plus £12,500	Captive
Danvm Drainage Commissioners	201	1	15.8%	£9,600	Nil	Nil	15.8% plus £9,600	15.8%	15.8%	Captive
Dial a Ride	227		27.7%	-2.3% plus £21,500	-1.1% plus £22,000	£22,500	25.4% plus £21,500	26.6% plus £22,000	27.7% plus £22,500	Captive
Doncaster Childrens Services Trust Ltd	473		14.0%	(£38,900)	(£39,800)	(£40,700)	14.0% less £38,900	14.0% less £39,800	14.0% less £40,700	Captive
Doncaster Community Transport	230		21.1%	(£6,200)	(£6,300)	(£6,400)	21.1% less £6,200	21.1% less £6,300	21.1% less £6,400	Captive
Doncaster Culture & Leisure Trust	432	2	14.9%	-0.7% plus £153,900	-0.2% plus £157,300	£160,800	14.2% plus £153,900	14.7% plus £157,300	14.9% plus £160,800	Captive

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				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Doncaster Deaf Trust	412		15.3%	-1.1% plus £149,500	-0.5% plus £152,800	£156,200	14.2% plus £149,500	14.8% plus £152,800	15.3% plus £156,200	Captive
Forge Community Partnership	322	2	15.1%	-1.9% plus £11,800	-0.9% plus £14,300	£16,900	13.2% plus £11,800	14.2% plus £14,300	15.1% plus £16,900	Captive
Great Places Housing Association	241		15.1%	-1.8% plus £15,100	-0.9% plus £15,400	£15,700	13.3% plus £15,100	14.2% plus £15,400	15.1% plus £15,700	Captive
Groundwork Dearne Valley	507		17.1%	£41,100	£42,000	£42,900	17.1% plus £41,100	17.1% plus £42,000	17.1% plus £42,900	Captive
Independent Living at Home (Barnsley)	370		17.0%	£17,500	£17,900	£18,300	17.0% plus £17,500	17.0% plus £17,900	17.0% plus £18,300	Captive
Independent Training Services Ltd	310		20.6%	-3.4% plus £15,100	-1.7% plus £15,400	£15,700	17.2% plus £15,100	18.9% plus £15,400	20.6% plus £15,700	Captive
Leonard Cheshire Disability	212		22.9%	-1.5%	-0.5%	Nil	21.4%	22.4%	22.9%	Captive
National Childrens Bureau	202		13.1%	-1.1% plus £172,200	-0.5% plus £176,000	£179,900	12.0% plus £172,200	12.6% plus £176,000	13.1% plus £179,900	Captive
Northern College	226	2	14.9%	£106,400	£108,700	£111,100	14.9% plus £106,400	14.9% plus £108,700	14.9% plus £111,100	Captive
Northern Racing College	209		15.0%	-1.1% plus £32,550	-0.6% plus £31,700	£32,400	13.9% plus £32,550	14.4% plus £31,700	15.0% plus £32,400	Captive
Priory Campus Ltd	311		24.2%	£11,800	£12,100	£12,400	24.2% plus £11,800	24.2% plus £12,100	24.2% plus £12,400	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Roth Don and South Humber Mental Health NHS Foundation Trust	231		16.3%	(£12,900)	(£13,200)	(£13,500)	16.3% less £12,900	16.3% less £13,200	16.3% less £13,500	Captive
Shaw Trust	422		23.3%	(£19,400)	(£19,800)	(£20,200)	23.3% less £19,400	23.3% less £19,800	23.3% less £20,200	Captive
Sheffcare Ltd	610		19.4%	-1.0% plus £253,900	-0.5% plus £259,500	£265,200	18.4% plus £253,900	18.9% plus £259,500	19.4% plus £265,200	Captive
Sheffield City Trust	242		15.8%	(£88,500)	(£90,400)	(£92,400)	15.8% less £88,500	15.8% less £90,400	15.8% less £92,400	Captive
Sheffield Community Transport	235		22.2%	(£15,900)	(£16,200)	(£16,600)	22.2% less £15,900	22.2% less £16,200	22.2% less £16,600	Captive
Sheffield Futures	666		14.1%	-0.3% plus £193,700	£198,000	£202,400	13.8% plus £193,700	14.1% plus £198,000	14.1% plus £202,400	Captive
Sheffield Galleries & Museums	523	2	17.2%	£51,600	£52,800	£54,000	17.2% plus £51,600	17.2% plus £52,800	17.2% plus £54,000	Captive
Sheffield Health & Social Care NHS Foundation Trust	239		17.3%	-0.7% plus £181,800	-0.2% plus £185,800	£189,900	16.6% plus £181,800	17.1% plus £185,800	17.3% plus £189,900	Captive
Sheffield Industrial Museums Trust Ltd	521	2	16.2%	-1.2% plus £8,400	-0.6% plus £8,600	£8,800	15.0% plus £8,400	15.6% plus £8,600	16.2% plus £8,800	Captive
Sheffield International Venues Ltd	236		15.7%	-1.8% plus £276,600	-0.9% plus £282,700	£288,900	13.9% plus £276,600	14.8% plus £282,700	15.7% plus £288,900	Captive
Sheffield Mind Ltd	518		12.9%	£22,600	£23,100	£23,600	12.9% plus £22,600	12.9% plus £23,100	12.9% plus £23,600	Captive

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Sheffield Students Union	237		22.2%	(£1,000)	(£1,000)	(£1,000)	22.2% less £1,000	22.2% less £1,000	22.2% less £1,000	Captive
Sheffield Unison	663	2	14.9%	-3.1% plus £6,400	-1.5% plus £6,500	£6,600	11.8% plus £6,400	13.4% plus £6,500	14.9% plus £6,600	Captive
South Yorkshire Housing Association	214		17.8%	-1.9% plus £32,300	-1.0% plus £33,000	£33,700	15.9% plus £32,300	16.8% plus £33,000	17.8% plus £33,700	Captive
The Centre for Full Employment	519		19.7%	-1.7% plus £19,400	-0.8% plus £19,800	£20,200	18.0% plus £19,400	18.9% plus £19,800	19.7% plus £20,200	Captive
Voluntary Action Barnsley	307		18.9%	-1.5% plus £10,800	-0.7% plus £11,000	£11,200	17.4% plus £10,800	18.2% plus £11,000	18.9% plus £11,200	Captive
Voluntary Action Rotherham	506		23.1%	-1.5% less £12,500	-0.8% less £12,800	(£13,100)	21.6% less £12,500	22.3% less £12,800	23.1% less £13,100	Captive
Wentworth Castle & Stainborough Park Heritage Trust	324		17.0%	-1.8% plus £27,000	-0.9% plus £27,600	£28,200	15.2% plus £27,000	16.1% plus £27,600	17.0% plus £28,200	Captive
Admitted Bodies (“Transferee Admission Bodies”)										
Amey LG Limited (Sheffield Highways)	655		19.1%	(£953,200)	(£974,200)	(£995,600)	19.1% less £953,200	19.1% less £974,200	19.1% less £995,600	£319,600
Aspens Services Ltd – Catering Contract at McAuley	482		20.9%	-0.1% plus £5,500	Nil	Nil	20.8% plus £5,500	20.9%	20.9%	£0
Barnsley Norse Ltd	339		20.2%	-0.6% less £28,700	-0.1% less £29,300	(£29,900)	19.6% less £28,700	20.1% less £29,300	20.2% less £29,900	£23,900
Barnsley Schools (Non PFI)	337		21.1%	-1.0% plus £4,400	-0.5% plus £4,700	£4,900	20.1% plus £4,400	20.6% plus £4,700	21.1% plus £4,900	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Barnsley Schools (PFI)	336		22.6%	-1.2% plus £4,400	-0.6% plus £4,600	£4,800	21.4% plus £4,400	22.0% plus £4,600	22.6% plus £4,800	£17,100
British Red Cross	748		26.3%	Nil	Nil	Nil	26.3%	26.3%	26.3%	£0
Capita (Outstanding Sheffield Programme)	616		18.2%	(£94,400)	(£96,500)	(£98,600)	18.2% less £94,400	18.2% less £96,500	18.2% less £98,600	£23,800
Carillion Government Services	328		19.4%	(£3,500)	(£3,600)	(£3,700)	19.4% less £3,500	19.4% less £3,600	19.4% less £3,700	£0
Carroll Cleaning Company (De Warenne Academy)	479	2	20.4%	-0.1% less £100	(£100)	(£100)	20.3% less £100	20.4% less £100	20.4% less £100	£0
Caterlink (Barnsley Academy)	364		19.4%	(£300)	(£300)	(£300)	19.4% less £300	19.4% less £300	19.4% less £300	£0
Caterlink (Sheffield Park Academy)	733		23.3%	(£300)	(£300)	(£300)	23.3% less £300	23.3% less £300	23.3% less £300	£0
Caterlink (Sheffield Springs Academy)	734		20.6%	-1.5%	-0.7%	Nil	19.1%	19.9%	20.6%	£0
Chartwells (De Warenne Academy Catering)	460		19.0%	(£400)	(£400)	(£400)	19.0% less £400	19.0% less £400	19.0% less £400	£0
Churchill Contract Services	560		19.8%	-0.8%	-0.3%	Nil	19.0%	19.5%	19.8%	£0
Civica (Barnsley Schools)	335		18.5%	-1.7% less £2,900	-0.8% less £3,000	(£3,100)	16.8% less £2,900	17.7% less £3,000	18.5% less £3,100	£0
Civica (Sheffield ICT)	627		19.5%	Nil	Nil	Nil	19.5%	19.5%	19.5%	£10,100

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Civica (Sheffield Schools)	697		20.6%	(£9,900)	(£10,100)	(£10,300)	20.6% less £9,900	20.6% less £10,100	20.6% less £10,300	£0
Compass (Armthorpe Academy)	477		19.4%	-0.3% plus £4,000	£4,100	Nil	19.1% plus £4,000	19.4% plus £4,100	19.4%	£0
Compass (Don Valley Academy Catering)	483		20.6%	-0.9% less £1,400	-0.4% less £1,400	(£1,400)	19.7% less £1,400	20.2% less £1,400	20.6% less £1,400	£0
Compass (Grange Lane Infants)	468		17.1%	-0.3%	Nil	Nil	16.8%	17.1%	17.1%	£0
Compass (Hatfield Crookesbroom)	472		18.7%	(£600)	(£600)	(£600)	18.7% less £600	18.7% less £600	18.7% less £600	£0
Compass (Hatfield Woodhouse)	469		19.9%	(£100)	(£100)	(£100)	19.9% less £100	19.9% less £100	19.9% less £100	£0
Compass (Pheasant Bank)	470		25.8%	(£300)	(£300)	(£300)	25.8% less £300	25.8% less £300	25.8% less £300	£0
Compass (RCAT Catering Contract)	248		23.8%	-2.3% less £300	-1.1% less £300	(£300)	21.5% less £300	22.7% less £300	23.8% less £300	£0
Compass (Rossington All Saints Academy Catering)	484		18.2%	(£800)	(£800)	(£800)	18.2% less £800	18.2% less £800	18.2% less £800	£0
Compass (Rowena)	471		23.0%	Nil	Nil	Nil	23.0%	23.0%	23.0%	£0
Creative Support Ltd	459		21.1%	(£1,800)	(£1,800)	(£1,800)	21.1% less £1,800	21.1% less £1,800	21.1% less £1,800	£0
Crispin & Borst	429		22.2%	(£6,200)	(£6,300)	(£6,400)	22.2% less £6,200	22.2% less £6,300	22.2% less £6,400	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Engie	513		22.3%	-1.2% plus £8,600	-0.6% plus £8,800	£9,000	21.1% plus £8,600	21.7% plus £8,800	22.3% plus £9,000	£0
Independent Cleaning Services (Danum Academy)	478		20.3%	-0.9% plus £12,100	-0.4%	Nil	19.4% plus £12,100	19.9%	20.3%	£0
Independent Cleaning Services Ltd - McAuley High	485		19.5%	(£300)	(£300)	(£300)	19.5% less £300	19.5% less £300	19.5% less £300	£0
Interserve FM Ltd	671		19.5%	-1.4% plus £29,000	-0.7% plus £29,600	£30,300	18.1% plus £29,000	18.8% plus £29,600	19.5% plus £30,300	£0
KGB Cleaning - Doncaster College	247		18.9%	-1.1% less £600	-0.5% less £600	(£600)	17.8% less £600	18.4% less £600	18.9% less £600	£0
Kier (Barnsley Housing Stock Maintenance)	332		20.0%	(£118,900)	(£121,500)	(£124,200)	20.0% less £118,900	20.0% less £121,500	20.0% less £124,200	£45,200
Kier Managed Services	688		21.1%	(£15,700)	(£16,000)	(£16,400)	21.1% less £15,700	21.1% less £16,000	21.1% less £16,400	£0
May Gurney Fleet and Passenger Services Ltd	514		19.1%	(£5,000)	(£5,100)	(£5,200)	19.1% less £5,000	19.1% less £5,100	19.1% less £5,200	£0
Mellors - Brinsworth Catering Contract	585		18.7%	-0.2% plus £600	Nil	Nil	18.5% plus £600	18.7%	18.7%	£0
Mellors (Danum Academy)	486		19.5%	-0.4% less £400	(£400)	(£400)	19.1% less £400	19.5% less £400	19.5% less £400	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Mellors (Hinde House/King Ecgbert School)	709		20.8%	(£500)	(£500)	(£500)	20.8% less £500	20.8% less £500	20.8% less £500	£0
Mellors (Longley Primary)	628		23.4%	-1.1%	-0.6%	Nil	22.3%	22.8%	23.4%	£0
Mellors (Rawmarsh Comprehensive School)	537		22.0%	0.8%	0.8%	0.8%	22.8%	22.8%	22.8%	£0
Mellors (Sheffield Schools)	653		28.2%	(£1,000)	(£1,000)	(£1,000)	28.2% less £1,000	28.2% less £1,000	28.2% less £1,000	£0
Mellors Catering Services Ltd	696		20.6%	-1.3% less £1,500	-0.6% less £1,500	(£1,500)	19.3% less £1,500	20.0% less £1,500	20.6% less £1,500	£0
Midshire Catering Ltd	244		22.0%	-2.9% less £200	-1.5% less £200	(£200)	19.1% less £200	20.5% less £200	22.0% less £200	£0
Mitie Ltd	686		15.2%	-1.9% plus £1,000	-0.9% plus £1,100	£1,100	13.3% plus £1,000	14.3% plus £1,100	15.2% plus £1,100	£0
Morrison Facilities Service Ltd	533		17.0%	(£105,700)	(£108,000)	(£110,400)	17.0% less £105,700	17.0% less £108,000	17.0% less £110,400	£82,400
NPS Barnsley Ltd	334		15.6%	(£14,500)	(£14,800)	(£15,100)	15.6% less £14,500	15.6% less £14,800	15.6% less £15,100	£58,500
Peter Duffy Ltd (BMBC Drainage Contract)	338		25.3%	(£3,300)	(£3,400)	(£3,500)	25.3% less £3,300	25.3% less £3,400	25.3% less £3,500	£0
Places for People	747		17.0%	-0.1% plus £5,500	£5,600	£5,700	16.9% plus £5,500	17.0% plus £5,600	17.0% plus £5,700	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Places for People Leisure Limited	548		17.5%	(£13,600)	(£13,900)	(£14,200)	17.5% less £13,600	17.5% less £13,900	17.5% less £14,200	£31,500
RM Education Ltd (Dearne ALC)	379		20.1%	(£100)	(£100)	(£100)	20.1% less £100	20.1% less £100	20.1% less £100	£0
Taylor Shaw - Forest Academy Catering Contract	378	1	28.1%	-5.1% less £300	-2.5%	Nil	23.0% less £300	25.6%	28.1%	£0
Taylor Shaw - St John Fisher Academy	754		18.6%	Nil	Nil	Nil	18.6%	18.6%	18.6%	£0
Taylor Shaw (Bradfield School)	703		28.2%	(£400)	(£400)	(£400)	28.2% less £400	28.2% less £400	28.2% less £400	£0
Taylor Shaw (Sheff School Meals Central Contract)	629		22.0%	-0.3% less £6,200	(£6,300)	(£6,400)	21.7% less £6,200	22.0% less £6,300	22.0% less £6,400	£21,300
Taylor Shaw (Sheffield Catering)	618		27.8%	(£4,400)	(£4,500)	(£4,600)	27.8% less £4,400	27.8% less £4,500	27.8% less £4,600	£0
Taylor Woodrow Construction (Cleaning)	617		20.9%	(£2,300)	(£2,400)	(£2,500)	20.9% less £2,300	20.9% less £2,400	20.9% less £2,500	£0
Taylor Woodrow Construction (Sheffield Schools)	698		19.5%	(£7,600)	(£7,800)	(£8,000)	19.5% less £7,600	19.5% less £7,800	19.5% less £8,000	£0
Trustclean (Mexborough Highwoods)	461		20.0%	(£300)	(£300)	(£300)	20.0% less £300	20.0% less £300	20.0% less £300	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Trustclean (Wath CE School)	541		24.1%	-0.3%	Nil	Nil	23.8%	24.1%	24.1%	£0
Trustclean (Wath Victoria Primary School)	581		11.7%	Nil	Nil	Nil	11.7%	11.7%	11.7%	£0
Trustclean Ltd (Athersley North)	346		21.7%	(£700)	(£700)	(£700)	21.7% less £700	21.7% less £700	21.7% less £700	£0
Veolia Environmental Services PLC	676		22.2%	(£58,500)	(£59,800)	(£61,100)	22.2% less £58,500	22.2% less £59,800	22.2% less £61,100	£65,000
Vinci Construction UK Ltd (Bradfield FM)	702		20.7%	(£600)	(£600)	(£600)	20.7% less £600	20.7% less £600	20.7% less £600	£0
Fortem Solutions Ltd	532		17.3%	(£77,200)	(£78,900)	(£80,600)	17.3% less £77,200	17.3% less £78,900	17.3% less £80,600	£80,200
Admitted Bodies (“Transferee Admission Bodies” admitted after 31 March 2016)										
ABM Catering - Bramley Grange	592		19.5%	Nil	Nil	Nil	19.5%	19.5%	19.5%	£0
Alcohol & Drug Service	252		17.8%	Nil	Nil	Nil	17.8%	17.8%	17.8%	£0
Argent Catering Solutions Ltd	767		20.1%	Nil	Nil	Nil	20.1%	20.1%	20.1%	£0
Aspens Services Ltd - E-ACT Pathways Academy	765		24.2%	Nil	Nil	Nil	24.2%	24.2%	24.2%	£0
Aspens Services Ltd - Parkwood Academy	764		28.2%	Nil	Nil	Nil	28.2%	28.2%	28.2%	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Compass (The Hayfield School)	495		20.0%	Nil	Nil	Nil	20.0%	20.0%	20.0%	£0
Cordant Cleaning Ltd	760		21.4%	Nil	Nil	Nil	21.4%	21.4%	21.4%	£16,500
Dolce Ltd - Anston Brook	810		16.4%	Nil	Nil	Nil	16.4%	16.4%	16.4%	£0
Dolce Ltd - Aston All Saints	801		16.0%	Nil	Nil	Nil	16.0%	16.0%	16.0%	£0
Dolce Ltd - Dinnington Primary	811		20.3%	Nil	Nil	Nil	20.3%	20.3%	20.3%	£0
Dolce Ltd - Flanderwell Primary	802		18.8%	Nil	Nil	Nil	18.8%	18.8%	18.8%	£0
Dolce Ltd - Greengate Lane Academy	769		28.0%	Nil	Nil	Nil	28.0%	28.0%	28.0%	£0
Dolce Ltd - Kilnhurst J&I	812		17.8%	Nil	Nil	Nil	17.8%	17.8%	17.8%	£0
Dolce Ltd - Sitwell Infants	803		19.6%	Nil	Nil	Nil	19.6%	19.6%	19.6%	£0
Dolce Ltd - Sitwell Juniors (Academy)	804		17.7%	Nil	Nil	Nil	17.7%	17.7%	17.7%	£0
Dolce Ltd - St Maries Primary School	770		19.1%	Nil	Nil	Nil	19.1%	19.1%	19.1%	£0
Dolce Ltd - Swinton Fitzwilliam	813		18.2%	Nil	Nil	Nil	18.2%	18.2%	18.2%	£0

Employer	Employer Number	Notes	Primary rate 2017/18 to 2019/20	Secondary rates			Total Contribution rates			Allowance for ill-health (and voluntary) early retirements over 2017/20 (see note 6)
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Dolce Ltd - Thrybergh Fullerton	805		19.6%	Nil	Nil	Nil	19.6%	19.6%	19.6%	£0
Dolce Ltd - Trinity Croft	807		19.1%	Nil	Nil	Nil	19.1%	19.1%	19.1%	£0
Dolce Ltd - Whiston J&I	814		19.5%	Nil	Nil	Nil	19.5%	19.5%	19.5%	£0
Dolce Ltd - Whiston Worrygoose	815		20.8%	Nil	Nil	Nil	20.8%	20.8%	20.8%	£0
Dolce Ltd - Wickersley Northfield	816		20.3%	Nil	Nil	Nil	20.3%	20.3%	20.3%	£0
Dolce Ltd - Wickersley St Albans	806		23.6%	Nil	Nil	Nil	23.6%	23.6%	23.6%	£0
Dolce Ltd - Woodsetts	817		20.2%	Nil	Nil	Nil	20.2%	20.2%	20.2%	£0
Edwards Commercial Cleaning (NORTH) Ltd	780		20.5%	Nil	Nil	Nil	20.5%	20.5%	20.5%	£0
Places for People - Wisewood Sports Centre	759		16.2%	Nil	Nil	Nil	16.2%	16.2%	16.2%	£0
SPS Security Ltd (Doncaster College)	253		22.8%	Nil	Nil	Nil	22.8%	22.8%	22.8%	£0

Other interested bodies with no pensionable employees

Employer	Proportion of Pension Increases to be Recharged %
National Water Council (YWA)	100
Shafton Parish Council	83
Sheffield Alcoholic Advisory Service	100
Youth Association South Yorkshire	60
Sheffield Racial Equality Council	100
Yorkshire & Humberside Regional Examination Board	100

Notes:

1. Cash payments in respect of £ lump sums are payable by 30 April 2017. These amounts have been reduced to reflect the early payment.
2. Cash payments in respect of £ lump sums are payable by 30 April of the year in which they are due. These amounts have been reduced to reflect this early payment;
3. 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% (i.e. the above amounts will be multiplied by 0.980)
 - 2018/19 payments made in April 2017 will be reduced by 6% (i.e. the above amounts will be multiplied by 0.940)
 - 2019/20 payments made in April 2017 will be reduced by 9.8% (i.e. the above amounts will be multiplied by 0.902)

Where % contributions are being paid in advance, for these cases the employer will need to estimate in advance the pensionable pay for the entire period (subject to an agreed adjustment with the Administering Authority) 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).

4. The deficit lump sums for this employer in relation to the period 1 April 2017 to 31 March 2020 were paid prior to 31 March 2017.
5. This employer merged with Dearne Valley College during 2016/17. The contributions quoted reflect the combined position for the two employers.
6. Details of the operation of the ill-health captive arrangement are set out in the FSS.

For those employers not in the ill-health captive arrangement, the Administering Authority will monitor the additional liabilities arising in respect of ill health and voluntary early retirements actually occurring over the three years beginning 1 April 2017 for each employer where an allowance is shown above. Where the total additional liabilities for an employer exceed the allowance set out above and the employer does not pay additional capital contributions to meet the additional liabilities, the Administering Authority will require the Fund Actuary to review that employer's contribution rate. For those employers in the ill-health captive arrangement, where the employer does not pay additional capital contributions to meet the additional liabilities emerging from voluntary early retirements, the Administering Authority will require the Fund Actuary to review that employer's contribution rate.

7. Where there is a £ deduction to the primary rate due to an employer being in surplus, the total annual contributions payable by each employer will be subject to a minimum of zero.

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.

Ill-Health Captive: this is a notional fund designed to immunise certain employers against excessive ill-health costs in return for an agreed insurance premium.

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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