

Staffordshire Pension Fund

Actuarial valuation as at 31 March 2019

Valuation report

26 March 2020

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Valuation report

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1 Introduction

Background to the actuarial valuation

We have been commissioned by Staffordshire County Council (“the Administering Authority”) to carry out an actuarial valuation of the Staffordshire Pension Fund (“the Fund”) as at 31 March 2019 as required under Regulation 62 of the Local Government Pension Scheme Regulations 2013 (“the Regulations”).

The actuarial valuation is a risk management exercise with the purpose of reviewing the current funding plans and setting contribution rates for the Fund’s participating employers for the period from 1 April 2020 to 31 March 2023. This report summarises the outcomes of the valuation and the underlying advice provided to the Administering Authority throughout the valuation process.

This summary report is the culmination of other communications in relation to the valuation, in particular:

- Our [2019 valuation toolkit](#) which sets out the methodology used when reviewing funding plans;
- Our papers to the Fund’s Pension Committee dated 27 March 2019 and 24 June 2019 which discuss the valuation assumptions;
- Our Initial Results Report dated 28 August 2019 which outlines the whole fund results and inter-valuation experience; and
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members.

¹ Technical Actuarial Standards (TASs) are issued by the Financial Reporting Council (FRC) and set standards for certain items of actuarial work.

Reliances and Limitations

This report has been prepared for the sole use of Staffordshire County Council in its role as Administering Authority of the Fund to provide an actuarial valuation of the Fund as required under the Regulations. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it.

Hymans Robertson LLP is the owner of all intellectual property rights in this report. All such rights are reserved.

The totality of our advice complies with the Regulations as they relate to actuarial valuations.

The following Technical Actuarial Standards¹ are applicable in relation to this report and have been complied with where material:

- TAS 100 – Principles for technical actuarial work;
- TAS 300 – Pensions.



Use of this report by other parties

This report is addressed to the Administering Authority of the Fund only. We appreciate that other parties may also seek information about the 2019 valuation process and methodology. We would encourage such parties to refer to the following publicly available documents for further information:

- The Fund's Funding Strategy Statement;
- The Fund's Investment Strategy Statement;
- Published meeting papers and minutes for the quarterly meetings of the Fund's Pensions Committee.

Considering these papers alongside this valuation report will provide a more complete view of the Fund's funding strategy and decision-making process surrounding this. These documents are available on the Fund's website or on request.

2 Valuation approach

Employer contribution rates

The purpose of the valuation is to review the current funding strategy and ensure the Fund has a contribution plan and investment strategy in place that will enable it to pay members' benefits as they fall due.

Valuations for open defined benefit multi-employer pension funds such as the Staffordshire Pension Fund are complex. Firstly, the time horizons are very long; benefits earned in the LGPS today will be paid out over a period of the next 80 years or more, and new members will continue to join in the future. Secondly, as they depend on unknowns such as future inflation and life expectancy, the actual value of future benefit payments is uncertain. Finally, to keep contributions affordable, the Fund invests in return seeking assets which have higher levels of future volatility.

Given the above and that the future cannot be predicted with certainty, employer contribution rates can only ever be an estimate. However, the valuation approach adopted uses an understanding of the Fund, and the uncertainties and risks discussed above, to quantify the likelihood of the contribution plan and investment strategy for each employer being sufficient to fund future benefits.

This is achieved in practice by following the process outlined below.

Step 1: The Fund sets a funding target (or funding basis) for each employer which defines the estimated amount of assets to be held to meet the future benefit payments.

Step 2: The Fund sets the funding time horizon over which the funding target is to be achieved.

Step 3: The Fund sets contributions that give a sufficiently high likelihood of meeting the funding target over the set time horizon.

These three steps are central to the “risk-based” approach to funding which is described in Guide 5 of our [2019 valuation toolkit²](#).

The risk-based approach uses an Asset Liability Model (described in Guide 6) of the [2019 valuation toolkit](#) to project each employer's future benefit payments, contributions and investment returns into the future under 5,000 possible economic scenarios. Future inflation (and therefore benefit payments) and investment returns for each asset class (and therefore asset values) are variables in the projections. Further details of these variables are provided in Appendix 2. The investment strategy underlying the projection of employer asset values is provided in Appendix 1.

By projecting the evolution of an employer's assets and benefit payments 5,000 times, a contribution rate can be set that results in a sufficient number of the future projections being successful i.e. meeting the funding target by the funding time horizon.

The risk-based approach to setting employer contributions allows the Fund and its employers to understand and quantify the level of risk inherent in funding plans, something that is not possible using a single set of assumptions alone.

Further detail on the approach to calculating contributions for individual employers, including the parameters used in the three steps for each type of employer, is set out in the Funding Strategy Statement dated March 2020.

² https://www.hymans.co.uk/media/uploads/LGPS_2019_Valuation_Toolkit_Guides.pdf

Funding position as at 31 March 2019

The valuation also offers an opportunity to measure the Fund's funding position as at 31 March 2019. Whilst this measurement has limited insight into understanding the long term ability to be able to pay members' benefits, it is a useful summary statistic.

For the purposes of this valuation we have adopted a "mark to market" approach, meaning that the Fund's assets have been taken into account at their market value and the liabilities have been valued by reference to a single set of assumptions based on market indicators at the valuation date. These assumptions are detailed in Appendix 2. As we have taken a market-related approach to the valuation of both the assets and the liabilities, we believe that they have been valued on a consistent basis.

Significant events

The figures in this report are based on our understanding of the benefit structure of the LGPS in England and Wales as at 31 March 2019. Details can be found at <http://www.lgpsregs.org/>.

McCloud ruling

The LGPS benefit structure is currently under review following the Government's loss of the right to appeal the McCloud and other similar court cases. At the time of writing, the format and scope of any benefit changes in light of the McCloud ruling is still unknown. In line with the [advice issued by the Scheme Advisory Board in May 2019](#), the following allowance has been made at the valuation for the McCloud ruling:

- Employer contribution rates: additional prudence in funding plans via an increase in the likelihood of success (step 3) when setting contribution rates;
- Measurement of funding position at 31 March 2019: no allowance.

Further details of the approach taken are set out in Section 2.7 of the Funding Strategy Statement.

Indexation and equalisation of Guaranteed Minimum Pensions (GMP)

As a result of the Government's introduction of a single-tier state pension (STP) there is currently uncertainty around how who funds certain elements of increases on GMPs for members reaching State Pension Age after 6 April 2016.

As part of the introduction of STP, the Government confirmed that public service pension schemes, including the LGPS, will be responsible for funding all increases on GMP as an 'interim solution'. In their [January 2018 consultation response](#), HM Treasury confirmed that the 'interim solution' will continue to remain in place up to 5 April 2021. Thereafter the Government's preferred approach is to convert GMP to scheme pension.

For the 2019 valuation, given the Government's preference for conversion to scheme benefits, we have assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This has served to increase the value placed on the liabilities.

The Government have also stated that their preferred long term indexation solution of converting GMP to scheme pension will also meet the requirements of equalisation.

3 Valuation results

Employer contribution rates

The key objective of the Fund is to set employer contributions that are likely to be sufficient to meet both the cost of new benefits accruing and to address any funding surplus or deficit relative to the funding target over the agreed time horizon. A secondary objective is to maintain relatively stable employer contribution rates.

In order to meet the above objectives, the methodology set out in Section 2 has been used to set employer contributions from 1 April 2020.

Employer contributions are made up of two elements:

- a) the estimated cost of future benefits being built up each year, after deducting members' own contributions and including an allowance for the Fund's administration expenses. This is referred to as the "*Primary rate*", and is expressed as a percentage of members' pensionable pay; plus
- b) an adjustment for the difference between the Primary rate above, and the total contribution the employer needs to pay, referred to as the "*Secondary rate*". In broad terms, the Secondary rate is in respect of benefits already accrued at the valuation date. The Secondary rate may be expressed as a percentage of pay and/or a monetary amount in each year.

The Primary rate and Secondary rate for every contributing employer in the Fund is set out in the Rates and Adjustments Certificate in Appendix 3.

Each employer has been certified primary and secondary contributions that are appropriate for that employer's circumstances and which reflects that employer's experience. However, broadly speaking:

- Primary contribution rates have been subject to some upwards pressure as a result of a weaker outlook for future investment returns and the additional prudence built into funding plans to allow for the McCloud ruling;
- Secondary contributions have decreased as employer assets have increased since 31 March 2016, reducing any extra contributions required in respect of benefits accrued to the valuation date. The impact of this on secondary contributions has been partially offset by the additional prudence built into funding plans to allow for the McCloud ruling.

The table below summarises the whole fund Primary and Secondary Contribution rates at this valuation. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the Regulations and CIPFA guidance. The whole fund Primary and Secondary contributions calculated at the 2016 valuation of the Fund are shown for comparison.

	Last Valuation 31 March 2016		This Valuation 31 March 2019	
Primary Rate (% of pay)	18.3%		19.7%	
Secondary Rate (£)	2017/18	29,992,000	2020/21	41,000,000
	2018/19	37,281,000	2021/22	47,000,000
	2019/20	44,881,000	2022/23	54,000,000

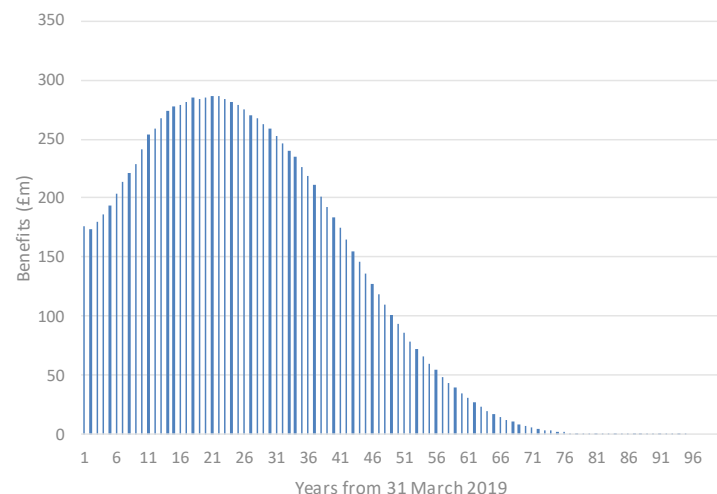
The Primary rate includes an allowance of 0.6% of pensionable pay for the Fund's expenses (0.5% at the 2016 valuation).

The average employee contribution rate is 6.3% of pensionable pay (6.2% at the 2016 valuation).

Funding position as at 31 March 2019

The funding position is a summary statistic often quoted to give an indication of the health of the fund. It is limited as it provides only a snapshot in time and is based on a single set of assumptions about the future. To measure the funding position at 31 March 2019, we compare the value of the Fund's assets on that date against the expected cost (including an allowance for future investment returns) of all the future benefit payments accrued up to the valuation date (the liabilities).

The chart below details the projected future benefit payments based on the membership data summarised in Appendix 1 and the demographic, salary and benefit increases assumptions summarised in appendix 2.

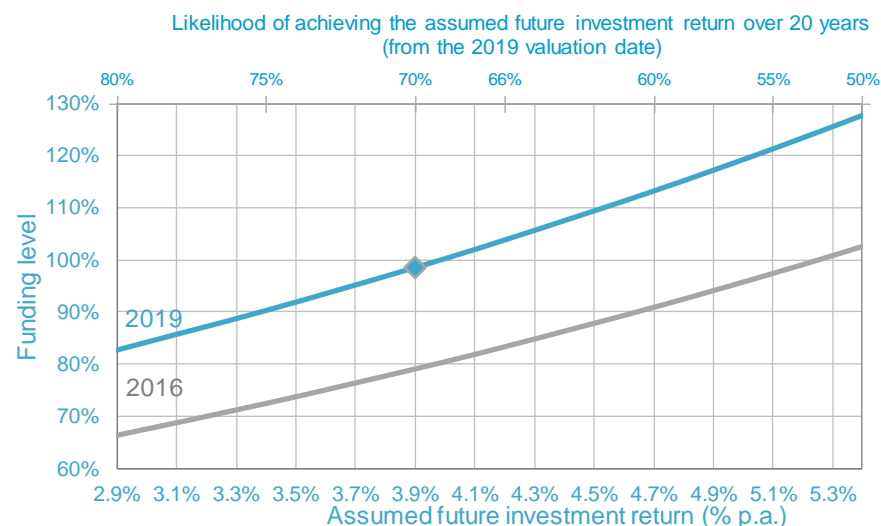


Using an assumption about the future investment return generated from the Fund's assets then allows a value to be placed on these payments in today's money; the liabilities. The higher the assumed investment return, the lower the liability value and therefore the higher the funding level.

The value placed on the liabilities is extremely sensitive to the investment return assumption. Based on the Fund's current benchmark investment strategy (detailed in Appendix 1) and the same model used in the contribution rate calculations, it is estimated that:

- There is a 50% likelihood of the Fund's investments achieving at least an annual return of 5.4% p.a. over the next 20 years;
- There is a 70% likelihood of the Fund's investments achieving at least an annual return of 3.9% p.a. over the next 20 years; and
- There is an 80% likelihood of the Fund's investments achieving at least an annual return of 2.9% p.a. over the next 20 years.

The following chart shows how the funding level varies with the future investment return assumption (blue line). For comparison, the funding level associated with the same choice of investment return assumption at the 2016 valuation is also shown (grey line).



From this chart, we can see that:

- Regardless of the investment return assumption used, there has been a genuine improvement in the funding position at 31 March 2019 compared to the last valuation, reflecting an increase in the assets held today per pound of benefit to be paid out in future;
- The funding position would be 100% if future investment returns were around 4.0% p.a. (at 2016, the investment return would have needed to be 5.3% p.a.). The likelihood of the Fund's assets yielding at least this return is around 69%;
- If future investment returns were 5.4% p.a. then the Fund currently holds sufficient assets to meet 128% of the accrued liabilities. The likelihood of the Fund's assets yielding at least this return is 50%. 128% can therefore be considered the "best estimate funding position".

Reported funding position

The valuation outputs are more meaningful when stakeholders can understand the likelihood, and hence the level of prudence, attached to them. The above chart does this for the measurement of the funding position.

However, there is still a requirement to report a single funding position at 31 March 2019. This reported position must include a margin of prudence.

For the purpose of reporting a funding level and an associated funding surplus/deficit for the 2019 valuation, an investment return of 3.9% p.a. has been used. It is estimated that the Fund's assets have a 70% likelihood of achieving this return.

The resulting funding position is as follows:

Valuation Date	31 March 2016	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	1,751	1,666
Deferred Pensioners	971	1,180
Pensioners	2,091	2,359
Total Liabilities	4,813	5,204
Assets	3,753	5,131
Surplus / (Deficit)	(1,059)	(73)
Funding Level	78%	99%

There has been an improvement in the reported funding level since 31 March 2016 from 78% to 99% and an improvement in the funding deficit from £1,059m to £73m.

A breakdown of the key factors that have influenced the reported funding position from 31 March 2016 to 31 March 2019 are detailed overleaf.

Change in the surplus/deficit position	Assets (£m)	Liabilities (£m)	Surplus / (Deficit) (£m)
Last valuation at 31 March 2016	3,753	4,813	(1,059)
Cashflows			
Employer contributions paid in	419		419
Employee contributions paid in	107		107
Benefits paid out	(519)	(519)	0
Net transfers into / out of the Fund*	(11)		(11)
Other cashflows (e.g. Fund expenses)	(10)		(10)
Expected changes in membership			
Interest on benefits already accrued		571	(571)
Accrual of new benefits		487	(487)
Membership experience vs expectations			
Salary increases less than expected		(3)	3
Benefit increases less than expected		(1)	1
Early retirement strain (and contributions)	19	20	(1)
Ill health retirement experience		(19)	19
Early leavers greater than expected		(7)	7
Pensions ceasing greater than expected		(10)	10
Commutation greater than expected		(1)	1
Other membership experience		0	0
Changes in market conditions			
Investment returns on the Fund's assets	1,372		1,372
Changes in future inflation expectations		156	(156)
Changes in actuarial assumptions			
Change in demographic assumptions (excl. longevity)		(9)	9
Change in longevity assumptions		(198)	198
Change in salary increase assumption		0	0
Change in discount rate		(76)	76
This valuation at 31 March 2019	5,131	5,204	(73)

* We have insufficient data to value the impact on the liabilities as a result of all transfers in/out.

Since the previous valuation, various events have taken place which affect the value placed on the liabilities, including:

- There is an interest cost of £571m. This is broadly three years of compound interest at 3.8% p.a. applied to the previous valuation liability value of £4,813m. The benefits that have been accrued to the valuation date are three years closer to payment at 31 March 2019 than they were at 31 March 2016, meaning there is less opportunity for future investment returns to help meet this cost. This serves to increase the value placed on the liabilities;
- The areas of membership experience that have had the greatest impact on the surplus/deficit position of the Fund are set out below, together with their impact on the liabilities:

	Expected	Actual	Difference	Impact on Liabilities
Pre-retirement experience				
Early leavers (no of lives)	9,466	13,659	4,193	Positive
Ill health retirements (no of lives)	273	184	(89)	Positive
Salary increases (p.a.)	3.2%	3.1%	(0.1%)	Positive
Post-retirement experience				
Benefit increases (p.a.)	2.1%	2.1%	(0.0%)	Broadly neutral
Pensions ceasing (£m)	9,762	10,576	814	Positive

- The changes to the longevity assumptions used for the valuation have resulted in a modest reduction in life expectancies. This has served to reduce the liabilities by £198m;
- The assumed rate of future CPI inflation has increased from 2.1% p.a. at 31 March 2016 to 2.3% p.a. at 31 March 2019. This has increased the value of the liabilities by £156m;
- The assumed rate of future investment returns has increased from 3.8% p.a. to 3.9% p.a.. This has reduced the value of the liabilities by £76m.

There has been a large increase in the value of the Fund's assets since the previous valuation because:

- The investment return on the Fund's assets for the period 31 March 2016 to 31 March 2019 was 36.7%. This has increased the value of the assets by £1,372m.

Projection of the funding position

The progression of the funding position will depend on various factors including future asset performance, economic conditions and membership movements. If the financial and demographic assumptions made at this valuation are borne out in practice, and there are no changes to the valuation assumptions, we project that the funding level at the 2022 valuation date will be approximately 100%. This allows for contributions to be paid as described in Appendix 3.

4 Sensitivity analysis

The results set out in this report are based on assumptions about the future. The actual cost of providing the benefits will depend on the actual experience of the Fund, which could be significantly better or worse than assumed. This section discusses the sensitivity of the results to some of the key assumptions.

Sensitivity of contribution rates to changes in assumptions

The approach to setting employer contribution rates mitigates the limitation of relying on one particular set of assumptions about the future by recognising the uncertainty around future investment returns and inflation. Therefore, there is no need to carry out additional analysis of the sensitivity of contribution rates to changes in financial assumptions.

The contribution rates are sensitive to changes in demographic assumptions. The results in this section in relation to the funding position can be broadly applied to the contribution rates.

Sensitivity of the funding position to changes in assumptions

The reported valuation funding position is based on one set of actuarial assumptions about the future of the Fund. If all of the assumptions made were exactly borne out in practice then the liability value presented in this report would represent the actual cost of providing benefits from the Fund as it stands at 31 March 2019.

Sensitivity of the funding position to future investment returns

The chart in Section 3 details how the funding position varies with the future assumed investment return.

Sensitivity of the funding position to future inflation

Pensions (both in payment and in deferment) in the LGPS increase annually in line with CPI. Furthermore, benefits accrued in the CARE scheme are revalued annually in line with CPI. If future CPI inflation is higher than the assumed rate of 2.3% then the cost of the benefits will be higher than we have set out in Section 3.

The table quantifies the impact on the funding position of varying the benefit increases and CARE revaluation (CPI) assumption below.

CPI Assumption	Surplus/(Deficit)	Funding Level
% pa	(£m)	%
2.1%	82	102%
2.3%	(73)	99%
2.5%	(229)	96%

Sensitivity of the funding position to life expectancy

The main area of demographic risk is people living longer than expected. If long term mortality rates fall at a rate of 1.5% p.a. (compared to the assumed 1.25% p.a.) then members will live slightly longer than we have assumed in this valuation. The impact on the funding position is detailed below.

Long term rate of improvement	Surplus/(Deficit)	Funding Level
% pa	(£m)	%
1.25%	(73)	99%
1.50%	(113)	98%

Other demographic risks to consider

There are other risk factors which would have an impact on the funding position. Examples of these include the level of ill health retirements, withdrawals from the scheme and take up of the 50:50 option. These are probably unlikely to change in such a way that would rank them as amongst the highest risks facing the Fund and therefore there has been no further quantification of their risk.

Comment on sensitivity analysis

Note that the tables above show the effect of changes to each assumption in isolation. In reality, it is perfectly possible for the experience of the Fund to deviate from more than one of the assumptions simultaneously and so the precise effect on the funding position is therefore more complex. Furthermore, the range of assumptions shown here is by no means exhaustive and should not be considered as the limits of how extreme experience could actually be.

Post valuation events

There has recently been significant volatility in the financial markets as a result of the economic uncertainty associated with the COVID-19 pandemic. At 24 March 2020, we estimate that the whole fund investment return since 31 March 2019, would be in the region of -5% to -10%. As an open scheme, with a strong covenant, the LGPS as a whole is able to take a long-term outlook when considering the general funding implications of such external events. For employers who have a very short time horizon, recent market falls may be more immediately impactful, and the Administering Authority is taking steps to engage individually with these employers about the deteriorated funding position.

At the time of writing, it is very uncertain how this will affect the long-term economy and investment returns. Therefore, no allowance has been made for this ongoing volatility in the 2019 valuation results or contribution rates detailed in the Rates & Adjustments Certificate. This situation will be monitored closely to understand what impact it may have on the Fund and participating employers.

Other risks to consider

Regulatory, Administration and Governance risks

As well as financial and demographic risks, the Fund also faces:

- Regulatory risks – central government legislation could significantly change the cost of the scheme in the future; and
- Administration and governance risk – failures in administration processes could lead to incorrect data and inaccuracies in the actuarial calculations.

These risks are considered and monitored by the Fund as part of its ongoing risk management framework.

Resource and environment risks

The Fund is exposed to risks relating to future resource constraints and environmental changes. These risks may prove to be material.

Climate change is a complex issue for the Fund. Adverse future climate change outcomes will have an impact on future longevity, inflation, government and corporate bond yields and equity returns.

Whilst there has been no explicit increase in certified employer contribution related to climate change, these risks may have been considered by the Administering Authority when assessing the output from contribution rate ('comPASS') modelling.



Risk management

Employers participating in the Fund are exposed to a number of risks. These include, but are not limited to:

- Investment risk;
- Market risks;
- Demographic risks;
- Regulatory risks;
- Administration and Governance risks;
- Resource and Environmental risks.

The Funding Strategy Statement has further details about these risks and what actions the Fund takes to monitor, mitigate and manage each one.

5 Final comments

The Fund's valuation operates within a broader framework, and this document should therefore be considered alongside the following:

- the Funding Strategy Statement, which in particular highlights how different types of employer in different circumstances have their contributions calculated;
- the Investment Strategy Statement, which sets out the investment strategy for the Fund;
- the general governance of the Fund, such as meetings of the Pensions Committee and Local Pension Board, decisions delegated to officers, the Fund's business plan, etc;
- the Fund's risk register; and
- the information the Fund holds about the participating employers.

Intervaluation employer events

New employers joining the Fund

Any new employers or admission bodies joining the Fund should be referred to the Fund Actuary to assess the required level of contribution. Depending on the number of transferring members the ceding employer's rate may also need to be reviewed.

Cessations and bulk transfers

Any employer who ceases to participate in the Fund should be referred to us in accordance with Regulation 64 of the Regulations.

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund; or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement;

should be referred to us to consider the impact on the Fund.

Valuation frequency

Under the provisions of the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2022 where contribution rates payable from 1 April 2023 will be set.



Laura McInroy



Douglas Green

Fellows of the Institute and Faculty of Actuaries

For and on behalf of Hymans Robertson LLP

26 March 2020

An aerial photograph of a lake with a road and a line of trees. The lake is dark and reflects the sky. A road with a white car is visible, bordered by a dense line of green trees. The image is partially obscured by diagonal teal and green bars.

Appendix

Appendix 1 – Data

Membership data as at 31 March 2019

A summary of the membership data provided by the Administering Authority for the purposes of the valuation at 31 March 2019 is shown below. The corresponding membership data from the previous valuation is also shown for reference.

Whole Fund Membership Data	Last Valuation 31 March 2016	This Valuation 31 March 2019
Employee members		
Number	35,326	32,466
Total Actual Pay (£000)	554,618	533,303
Total Accrued Pension (£000) (80ths)	*-	27,944
Total Accrued Pension (£000) (60ths)	*-	29,328
Total Accrued Pension (£000) (CARE)	21,059	44,851
Average Age (liability weighted)	50.2	50.9
Future Working Lifetime (years)	9.5	8.5
Deferred pensioners		
Number	46,782	51,883
Total Accrued Pension (£000)	52,822	68,694
Average Age (liability weighted)	50.5	51.1
Pensioners		
Number	30,340	34,763
Total pensions in payment (£000)	127,171	148,141
Average Age (liability weighted)	67.3	67.9
Average duration of liabilities	18.8	18.1

*Data available on request

Benchmark investment strategy

The following investment strategy has been used to assess employer contribution rates and to set the future investment return assumption as at 31 March 2019:

% allocation	Current strategy
UK equities	14%
Overseas equities	53%
Private equity	4%
Total growth assets	71%
Cash	1%
Index-linked gilts	7%
Fixed interest gilts	7%
Total protection assets	14%
Private lending	4%
Fund of hedge funds	2%
Property	10%
Total income generating assets	16%
Grand total	100%

Other data used in this valuation

We have also relied upon asset and accounting data from the Fund's published 2016/17, 2017/18 and 2018/19 Annual Report and Accounts. Employer level cashflow data was provided by the Administering Authority and reconciled against the information shown in these documents.

Comment on data quality

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have carried out validations on the membership data provided to ensure it is fit for the purpose of the valuation. Further details can be found in our report issued to the Administering Authority entitled "Data report for 2019 valuation", dated March 2020. We believe the membership data is fit for the purposes of this valuation.

Appendix 2 – Assumptions

Financial assumptions used to set employer contribution rates

Projection of assets and benefit payments

The approach to setting employer contribution rates does not rely on a single set of assumptions but involves the projection of an employer's future benefit payments, contributions and investment returns under 5,000 future economic scenarios. In this modelling, inflation (and therefore benefit payments) and investment returns for each asset class (and employer asset values) are variables and take different values in each projection.

The model underlying these projections is Hymans Robertson's proprietary economic model, the Economic Scenario Service (ESS). The ESS is a complex model to reflect the interactions and correlations between different asset classes and wider economic variables. The table below shows the calibration of the model as at 31 March 2019. All returns are shown net of fees and are the annualised total returns over 5, 10 and 20 years, except for the yields which refer to simulated yields at that time horizon.

Annualised total returns											
		Cash	Index Linked Gilts (medium)	Fixed Interest Gilts (medium)	UK Equity	Overseas Equity	Property	Corp Medium A	Inflation	17 year real yield	17 year yield
5 years	16th %ile	-0.4%	-2.3%	-2.9%	-4.1%	-4.1%	-3.5%	-2.7%	1.9%	-2.5%	0.8%
	50th %ile	0.7%	0.5%	0.3%	4.0%	4.1%	2.4%	0.8%	3.3%	-1.7%	2.1%
	84th %ile	2.0%	3.3%	3.4%	12.7%	12.5%	8.8%	4.0%	4.9%	-0.8%	3.6%
10 years	16th %ile	-0.2%	-1.8%	-1.3%	-1.5%	-1.4%	-1.5%	-0.9%	1.9%	-2.0%	1.2%
	50th %ile	1.3%	0.0%	0.2%	4.6%	4.7%	3.1%	0.8%	3.3%	-0.8%	2.8%
	84th %ile	2.9%	1.9%	1.7%	10.9%	10.8%	7.8%	2.5%	4.9%	0.4%	4.8%
20 years	16th %ile	0.7%	-1.1%	0.1%	1.2%	1.3%	0.6%	0.7%	2.0%	-0.7%	2.2%
	50th %ile	2.4%	0.3%	1.0%	5.7%	5.8%	4.3%	1.9%	3.2%	0.8%	4.0%
	84th %ile	4.5%	2.0%	2.0%	10.3%	10.4%	8.1%	3.0%	4.7%	2.2%	6.3%
Volatility (Disp) (1 yr)		1%	7%	10%	17%	17%	14%	11%	1%		

Funding target

At the end of an employer's funding time horizon, an assessment is made – for each of the 5,000 projections – of how the assets held compare to the value of assets required to meet the future benefit payments (the funding target). To value the cost of future benefits assumptions are made about the following financial factors:

- Benefit increases and CARE revaluation;
- Salary growth;
- Investment returns (the “discount rate”).

Each of the 5,000 projections represents a different prevailing economic environment at the end of the funding time horizon and so a single, fixed value for each assumption is not appropriate for every projection. Therefore, instead of using a fixed value, each assumption is set with reference to an economic indicator. The economic indicators used are:

Assumption	Economic Indicator
Benefit increases	Future CPI inflation expectations
CARE revaluation	Future CPI inflation expectations
Salary increases	As above plus 0.4% p.a.
Future investment returns	Prevailing risk free rate of return plus margin

The Fund has two funding bases which will apply to different employers depending on their type. Each funding basis uses a different margin in the future investment return assumption.

Funding Basis	Margin above risk-free rate
Ongoing participation	1.6%
Low risk exit	0%

Financial assumptions used to assess the funding position

Salary and Benefit Increases

Financial Assumptions (p.a.)	31 March 2016	31 March 2019
Benefit increases and CARE revaluation (CPI)	2.1%	2.3%
Salary increases	2.6%*	2.7%**

*CPI plus 0.4%

**CPI plus 0.4%

Investment Return

The reported funding position is based on an assumed future investment return of 3.9%. The derivation of this assumption is set out in Section 3. The equivalent assumption at the 2016 valuation was 3.8%. This was derived in a different way, please see the 2016 valuation report for further details.

Demographic assumptions

The same demographic assumptions are used in setting contribution rates and assessing the current funding position.

Longevity

As the fund is a member of Club Vita, the baseline longevity assumptions are a bespoke set of Vita Curves that are tailored to fit the membership profile of the Fund. These curves are based on the data the Fund has provided us with for the purposes of this valuation.

We have also allowed for future improvements in mortality based on the CMI 2018 model with an allowance for smoothing of recent mortality experience and a long term rate of improvement of 1.25% p.a. for both women and men.

Longevity Assumptions	31 March 2016	31 March 2019
Baseline Longevity	Club Vita	Club Vita
Future Improvements	CMI2013, Peaked, 1.25% p.a. long term	CMI2018, Smoothed, 1.25% p.a. long term

Full details are available on request.

The longevity assumptions result in the following typical future life expectancies from age 65 (figures for 2016 shown for comparison):

Assumed Life Expectancy	31 March 2016	31 March 2019
Male		
Pensioners	22.1 years	21.2 years
Non-pensioners	24.1 years	22.1 years
Female		
Pensioners	24.4 years	23.6 years
Non-pensioners	26.4 years	25.0 years

Non-pensioners are assumed to be aged 45 at the valuation date

Other demographic assumptions

We are in the unique position of having a very large local authority data set from which to derive our other demographic assumptions. We have analysed the trends and patterns that are present in the membership of local authority funds and tailored our demographic assumptions to reflect LGPS experience. The resulting demographic assumptions are as follows:

Demographic Assumptions	
Retirements in normal health	We have adopted the retirement age pattern assumption as used for the purpose of the 2016 LGPS cost cap valuation. Further details are available on request.
Death in Service	See sample rates below
Retirements in ill health	See sample rates below
Withdrawals	See sample rates below
Promotional salary increases	See sample increases below
Family details	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependant of a female member is assumed to be 3 years older than her.
Commutation	50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2008 (equivalent 75% for service from 1 April 2008).
50:50 option	1.0% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

Sample rates for demographic assumptions

Males

Age	Salary Scale	Incidence per 1000 active members per annum						
		Death Before Retirement FT & PT	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.21	252.69	439.47	0.00	0.00	0.00	0.00
25	117	0.21	166.91	290.28	0.00	0.00	0.00	0.00
30	131	0.26	118.43	205.93	0.00	0.00	0.00	0.00
35	144	0.30	92.53	160.88	0.10	0.07	0.02	0.01
40	150	0.51	74.50	129.48	0.16	0.12	0.03	0.02
45	157	0.85	69.98	121.60	0.35	0.27	0.07	0.05
50	162	1.36	57.68	100.12	0.90	0.68	0.23	0.17
55	162	2.13	45.42	78.88	3.54	2.65	0.51	0.38
60	162	3.83	40.49	70.28	6.23	4.67	0.44	0.33
65	162	6.38	0.00	0.00	11.83	8.87	0.00	0.00

Females

Age	Salary Scale	Incidence per 1000 active members per annum						
		Death Before Retirement FT & PT	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.12	227.37	252.63	0.00	0.00	0.00	0.00
25	117	0.12	152.99	169.97	0.10	0.07	0.02	0.01
30	131	0.18	128.25	142.46	0.13	0.10	0.03	0.02
35	144	0.30	110.69	122.91	0.26	0.19	0.05	0.04
40	150	0.48	92.12	102.26	0.39	0.29	0.08	0.06
45	157	0.77	85.97	95.41	0.52	0.39	0.10	0.08
50	162	1.13	72.48	80.35	0.97	0.73	0.24	0.18
55	162	1.49	54.08	60.02	3.59	2.69	0.52	0.39
60	162	1.90	43.58	48.31	5.71	4.28	0.54	0.40
65	162	2.44	0.00	0.00	10.26	7.69	0.00	0.00

Prudence in assumptions

We are required to include a degree of prudence within the valuation. This has been achieved in both the setting of contributions and assessment of funding position.

Contribution rates

- Employer funding plans have been set such that the likelihood the employer's funding target is met by the end of the funding time horizon is more than 50%. The actual likelihood varies by employer. Further detail in is the Funding Strategy Statement.

Funding position

- The Fund's investments have a 70% likelihood of returning at least the assumed return.

All other assumptions represent our "best estimate" of future experience.

The assumptions used in this valuation have been agreed with the Administering Authority and are set out in the Fund's Funding Strategy Statement dated March 2020.

Appendix 3 – Rates and Adjustments certificate

In accordance with regulation 62(4) of the Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2020 to 31 March 2023 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2020 and in Appendix 2 of our report on the actuarial valuation dated 26 March 2020. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund Primary and Secondary Contribution rates for the period 1 April 2020 to 31 March 2023. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the Regulations and CIPFA guidance.

Whole Fund Contribution Rate		
Primary Rate (% of pay)	19.7%	
Secondary Rate (£)	2020/21	41,000,000
	2021/22	47,000,000
	2022/23	54,000,000

The required minimum contribution rates for each employer in the Fund are set out below.

Employer code	Employer/Pool name	Contributions currently in payment 2019/2020	Primary Rate (% of pay) 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Major scheduled bodies												
	Staffordshire County Council Pool											
101	Staffordshire County Council (excluding schools) (See Note 1)	16.3%	18.9%	-2.6%	£50,207,000	-2.6%		-2.6%		16.3% plus £50,207,000	16.3%	16.3%
101	Staffordshire County Council LEA schools	24.6%	18.9%	6.7%		7.7%		8.7%		25.6%	26.6%	27.6%
2	West Midlands Councils	24.6%	18.9%	6.7%		7.7%		8.7%		25.6%	26.6%	27.6%
212	Make Some Noise West Midlands Ltd	24.6%	18.9%	6.7%		7.7%		8.7%		25.6%	26.6%	27.6%
Staffordshire Moorlands District Council Pool												
102	Staffordshire Moorlands District Council (See Note 1)	16.6%	19.1%	-2.5%	£2,924,000	-2.5%		-2.5%		16.6% plus £2,924,000	16.6%	16.6%
347	Northgate Is Uk Ltd	30.8%	19.1%	13.7%		15.7%		17.7%		32.80%	34.8%	36.8%
Newcastle Under Lyme Borough Council												
103		17.1%	19.0%	-1.9%	£1,831,000	-1.9%	£1,905,000	-1.9%	£1,981,000	17.1% plus £1,831,000	17.1% plus £1,905,000	17.1% plus £1,981,000
Stoke-on-Trent City Council (See Note 1)												
104		15.6%	18.4%	-2.8%	£36,871,000	-2.8%		-2.8%		15.6% plus £36,871,000	15.6%	15.6%
Stafford Borough Council (See Note 1)												
105		16.8%	18.5%	-1.7%	£4,426,000	-1.7%		-1.7%		16.8% plus £4,426,000	16.8%	16.8%
East Staffordshire Borough Council												
106		15.2%	18.6%	-3.4%	£1,351,000	-3.4%	£1,541,000	-3.4%	£1,930,000	15.2% plus £1,351,000	15.2% plus £1,541,000	15.2% plus £1,930,000
South Staffordshire District Council												
107		16.4%	18.0%	-1.6%	£659,000	-1.6%	£733,000	-1.6%	£813,000	16.4% plus £659,000	16.4% plus £733,000	16.4% plus £813,000
Cannock Chase District Council (See Note 1)												
108		17.3%	19.0%	-1.7%	£7,288,000	-1.7%		-1.7%		17.3% plus £7,288,000	17.3%	17.3%
Lichfield District Council Pool												
109	Lichfield District Council (See Note 1)	16.2%	18.6%	-2.4%	£3,309,000	-2.4%		-2.4%		16.2% plus £3,309,000	16.2%	16.2%
229	Lichfield Garrick Theatre Limited	26.1%	18.6%	8.5%		9.5%		10.5%		27.1%	28.1%	29.1%
Tamworth Borough Council												
110		16.5%	19.0%	-2.5%	£1,075,000	-2.5%	£1,075,000	-2.5%	£1,075,000	16.5% plus £1,075,000	16.5% plus £1,075,000	16.5% plus £1,075,000
Other employing authorities												
198	Stoke And Staffs Comb Fire Authority (See Note 1)	16.7% plus £396,000	17.8%	-1.1%	£1,121,000	-1.1%		-1.1%		16.7% plus £1,121,000	16.7%	16.7%
199	Staffordshire Police Authority	15.5% plus £2,040,000	18.2%	-2.7%	£2,040,000	-2.7%	£2,040,000	-2.7%	£2,040,000	15.5% plus £2,040,000	15.5% plus £2,040,000	15.5% plus £2,040,000
Further education establishments												
	South Staffordshire College Pool	20.9% plus £120,000	25.0%	-1.1%		-1.1%		-1.1%		23.9%	23.9%	23.9%
150	Staffordshire University	20.7% plus £1,874,000	23.3%		£1,189,000		£1,222,000		£1,255,000	23.3% plus £1,189,000	23.3% plus £1,222,000	23.3% plus £1,255,000
154	Stoke On Trent College	21.0% plus £396,000	24.9%		£116,000		£119,000		£122,000	24.9% plus £116,000	24.9% plus £119,000	24.9% plus £122,000
156	Burton & South Derbyshire College	20.7% plus £165,000	24.6%		£28,000		£29,000		£30,000	24.6% plus £28,000	24.6% plus £29,000	24.6% plus £30,000
	Newcastle and Stafford Colleges Group	20.9% plus £185,000	24.0%		£340,000		£349,000		£359,000	24.0% plus £340,000	24.0% plus £349,000	24.0% plus £359,000
218	Keele University	32.0% plus £264,000	34.4%		£88,000		£88,000		£88,000	34.4% plus £88,000	34.4% plus £88,000	34.4% plus £88,000
Academy schools												
10	Cannock Chase Academy	24.2%	23.3%	1.9%		2.9%		3.9%		25.2%	26.2%	27.2%
11	Weston Road Academy	24.2%	22.9%	2.3%		3.3%		4.3%		25.2%	26.2%	27.2%
12	Eaton Park Academy	24.2%	22.4%	2.8%		3.8%		4.8%		25.2%	26.2%	27.2%
13	Bursley Academy The Praxis Trust	24.2%	23.1%	2.1%		3.1%		4.1%		25.2%	26.2%	27.2%
13A	The Praxis Trust - Manifold Primary Academy	24.2%	23.7%	1.5%		2.5%		3.5%		25.2%	26.2%	27.2%
13B	The Praxis Trust - Hollinsclough Primary Academy	24.2%	21.6%	3.6%		4.6%		5.6%		25.2%	26.2%	27.2%
14	St Joseph Edmund. Rice Academy Trust	23.1%	22.7%	1.4%		2.4%		3.4%		24.1%	25.1%	26.1%

Employer code	Employer/Pool name	Contributions currently in payment 2019/2020	Primary Rate (% of pay) 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Academy schools												
15	The Rural Enterprise Academy	19.80%	23.4%	-2.6%		-1.6%		-0.6%		20.80%	21.80%	22.80%
16A	Alpha Academies Trust - Ltd Studio School	19.70%	20.5%	0.2%		1.2%		2.2%		20.70%	21.70%	22.70%
16B	Alpha Academies Trust - Discovery Academy (Mitchell-Edensor)	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
16C	Alpha Academies Trust - Maple Court Primary Academy	24.20%	22.0%	3.2%		4.2%		5.2%		25.20%	26.20%	27.20%
16E	Alpha Academies Trust - The Excel Academy	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
16F	Alpha Academies Trust - Reach Pupil Referral Unit	24.20%	21.2%	4.0%		5.0%		6.0%		25.20%	26.20%	27.20%
16G	Alpha Academies Trust - Sneyd Academy Ex 104	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
17A	Academies Enterprise Trust - Anglesey Academy	24.20%	23.1%	2.1%		3.1%		4.1%		25.20%	26.20%	27.20%
17B	Academies Enterprise Trust - Rawlet	24.20%	23.1%	2.1%		3.1%		4.1%		25.20%	26.20%	27.20%
17C	Academies Enterprise Trust Belgrave High	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
18A	Painsley Catholic College	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
18B	Painsley Catholic College - St Filumenas	24.20%	24.9%	0.3%		1.3%		2.3%		25.20%	26.20%	27.20%
18C	Painsley Catholic College - St Giles Cheadle	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
18D	Painsley Catholic College - St Josephs Uttoxeter	24.20%	23.9%	1.3%		2.3%		3.3%		25.20%	26.20%	27.20%
18E	Painsley Catholic College - St Marys Leek	24.20%	22.4%	2.8%		3.8%		4.8%		25.20%	26.20%	27.20%
18F	Painsley Catholic College - St Thomas Kidsgrove	24.20%	23.9%	1.3%		2.3%		3.3%		25.20%	26.20%	27.20%
18G	Painsley Catholic College - Faber Cotton	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
19	Sutherland Academy	24.20%	22.2%	3.0%		4.0%		5.0%		25.20%	26.20%	27.20%
1BB	West Stafford MAT - St Giles Primary	24.20%	24.1%	1.1%		2.1%		3.1%		25.20%	26.20%	27.20%
1BC	West Stafford MAT - St Lawrence Primary	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
1BD	West Stafford MAT - Woodseaves Primary	23.70%	24.4%	0.3%		1.3%		2.3%		24.70%	25.70%	26.70%
1BK	Invictus Trust - Kinver High School and Sixth Form	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
1BL	Invictus Trust - Ounsdale High School	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
1CB	Future Generation Trust - St John's Primary Academy	24.20%	23.5%	1.7%		2.7%		3.7%		25.20%	26.20%	27.20%
1CC	Future Generation Trust - Gentle Shaw Academy	24.20%	21.4%	3.8%		4.8%		5.8%		25.20%	26.20%	27.20%
1CD	Future Generation Trust - St Peters Primary School	24.20%	22.5%	2.7%		3.7%		4.7%		25.20%	26.20%	27.20%
1CK	Congleton MAT - Castle Primary Mow Cop	24.20%	24.4%	0.8%		1.8%		2.8%		25.20%	26.20%	27.20%
1DB	Manor Hall Academy Trust Loxley Hall Academy	24.20%	21.9%	3.3%		4.3%		5.3%		25.20%	26.20%	27.20%
1DC	Manor Hall Academy Trust - Cicely Haughton Academy	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
1DD	Manor Hall Academy Trust - Meadows Special School	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%
1DE	Manor Hall Academy Trust - Springfield Special School	24.20%	22.4%	2.8%		3.8%		4.8%		25.20%	26.20%	27.20%
1DF	Manor Hall Academy Trust - Merryfields	24.20%	22.3%	2.9%		3.9%		4.9%		25.20%	26.20%	27.20%
1DG	Manor Hall Academy Trust - Rocklands School	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
1DK	The Small Schools MAT - Howard Primary Academy	24.20%	20.2%	5.0%		6.0%		7.0%		25.20%	26.20%	27.20%
1DL	The Small Schools MAT - St Mary's Primary Academy	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
1DM	The Small Schools MAT - Richard Crosse Primary Academy	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
1FB	The Moorlands Primary Federation - Dilhorne Academy	24.20%	24.4%	0.8%		1.8%		2.8%		25.20%	26.20%	27.20%
1FC	The Moorlands Primary Federation - St Werburghs Academy	24.20%	23.9%	1.3%		2.3%		3.3%		25.20%	26.20%	27.20%
1FD	The Moorlands Primary Federation - Valley Primary Academy	24.20%	24.3%	0.9%		1.9%		2.9%		25.20%	26.20%	27.20%
1FE	The Moorlands Primary Federation - Great Wood Primary	24.20%	24.7%	0.5%		1.5%		2.5%		25.20%	26.20%	27.20%
1FF	The Moorlands Primary Federation - Bishop Rawle CofE School	24.20%	24.1%	1.1%		2.1%		3.1%		25.20%	26.20%	27.20%
1FK	United Endeavour Trust - Newcastle Academy	24.20%	21.2%	4.0%		5.0%		6.0%		25.20%	26.20%	27.20%
1FL	United Endeavour Trust - Clayton Hall Academy	24.20%	22.2%	3.0%		4.0%		5.0%		25.20%	26.20%	27.20%
1FM	United Endeavour Trust - Sir Thomas Boughey	24.20%	21.1%	4.1%		5.1%		6.1%		25.20%	26.20%	27.20%
1GB	Mid Trent Academy Trust - St Andrews CE Primary	24.20%	21.7%	3.5%		4.5%		5.5%		25.20%	26.20%	27.20%
1GC	Mid Trent Academy Trust - Colwich CE Primary	24.20%	24.2%	1.0%		2.0%		3.0%		25.20%	26.20%	27.20%
1GD	Mid Trent Academy Trust - St Peters CE Primary	24.20%	24.9%	0.3%		1.3%		2.3%		25.20%	26.20%	27.20%
1GK	Endeavour Multi Academy Trust - Cherry Trees	24.20%	23.8%	1.4%		2.4%		3.4%		25.20%	26.20%	27.20%
1GL	Endeavour Multi Academy Trust - Wightwick Hall	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
1HB	Painsley Catholic College - St Anne's Catholic Primary	24.20%	23.5%	1.7%		2.7%		3.7%		25.20%	26.20%	27.20%
1HC	Painsley Catholic College - St Austin's Catholic Primary	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
1HD	Painsley Catholic College - St Dominic's Catholic Primary	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
1HE	Painsley Catholic College - St John's Catholic Primary	23.50%	22.7%	1.8%		2.8%		3.8%		24.50%	25.50%	26.50%
1HF	Painsley Catholic College - St Mary's Catholic Primary	24.20%	24.2%	1.0%		2.0%		3.0%		25.20%	26.20%	27.20%
1HG	Painsley Catholic College - St Patrick's Catholic Primary	24.20%	23.4%	1.8%		2.8%		3.8%		25.20%	26.20%	27.20%
1HH	Painsley Catholic College - Blessed Mother Teresa's Catholic Primary	24.20%	24.0%	1.2%		2.2%		3.2%		25.20%	26.20%	27.20%
1HI	Painsley Catholic College - Blessed William Howard Catholic High School	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
1JB	Talentum Learning Trust - Westwood College	24.20%	23.4%	1.8%		2.8%		3.8%		25.20%	26.20%	27.20%
1JC	Talentum Learning Trust - Leek High School	24.20%	23.4%	1.8%		2.8%		3.8%		25.20%	26.20%	27.20%
1JD	Talentum Learning Trust - Churnet View Middle	24.20%	22.4%	2.8%		3.8%		4.8%		25.20%	26.20%	27.20%
1JK	Central Co-operative Learning Trust - John of Rolleston Primary School	24.20%	23.8%	1.4%		2.4%		3.4%		25.20%	26.20%	27.20%
1JL	Central Co-operative Learning Trust - William Shrewsbury Primary School	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%

Employer code		Employer/Pool name	Contributions currently in payment 2019/2020		Primary Rate		Secondary Rate						Total Contribution Rate		
					(% of pay) 1 April 2020 - 31 March 2023		2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
							% of pay	£	% of pay	£	% of pay	£			
Academy schools															
1JM	Central Co-operative Learning Trust - Outwoods Primary School		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1JN	Central Co-operative Learning Trust - Grange Infants		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1JP	Central Co-operative Learning Trust - Redbrook Hayes Primary		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%
1KB	South East Stafford MAT - Barnfields Primary		24.20%	23.4%		1.8%		2.8%		3.8%		25.20%		26.20%	27.20%
1KC	South East Stafford MAT - Leasowes Primary		24.20%	24.0%		1.2%		2.2%		3.2%		25.20%		26.20%	27.20%
1KK	The Arthur Terry Learning Partnership - Scotch Orchard Infants		24.20%	21.6%		3.6%		4.6%		5.6%		25.20%		26.20%	27.20%
1KL	The Arthur Terry Learning Partnership - William MacGregor Primary School		24.20%	22.1%		3.1%		4.1%		5.1%		25.20%		26.20%	27.20%
1KM	The Arthur Terry Learning Partnership - Nether Stowe School		24.20%	23.6%		1.6%		2.6%		3.6%		25.20%		26.20%	27.20%
1KN	The Arthur Terry Learning Partnership - Two Gates Primary School		24.20%	23.2%		2.0%		3.0%		4.0%		25.20%		26.20%	27.20%
1LB	Creative Learning Partnership - Hempstalls Primary		24.20%	21.8%		3.4%		4.4%		5.4%		25.20%		26.20%	27.20%
1LC	Creative Learning Partnership - Parkside Primary School		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%
1LD	Creative Learning Partnership - Thursfield Primary		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1LK	St Mary's CofE Primary		24.20%	22.3%		2.9%		3.9%		4.9%		25.20%		26.20%	27.20%
1MB	Walton Multi Academy Trust - Walton High		24.20%	23.9%		1.3%		2.3%		3.3%		25.20%		26.20%	27.20%
1MK	Penk Valelly Academy Trust - Marshbrook First School		24.20%	24.3%		0.9%		1.9%		2.9%		25.20%		26.20%	27.20%
1ML	Penk Valley Academy Trust - Penkridge Middle School		24.20%	22.1%		3.1%		4.1%		5.1%		25.20%		26.20%	27.20%
1MM	Penk Valley Academy Trust - Princefield First School		24.20%	25.1%		0.1%		1.1%		2.1%		25.20%		26.20%	27.20%
1MN	Penk Valley Academy Trust - St John Bishopwood School		24.20%	26.2%		-1.0%		0.0%		1.0%		25.20%		26.20%	27.20%
1MO	Penk Valley Academy Trust - Wolgarston High School		24.20%	23.8%		1.4%		2.4%		3.4%		25.20%		26.20%	27.20%
1NB	Sir Graham Balfour		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%
1NK	Birds Bush Primary		24.20%	23.3%		1.9%		2.9%		3.9%		25.20%		26.20%	27.20%
1PB	New Ford Primary		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1PK	The New Guild Trust - Alexandra Infants		24.20%	21.6%		3.6%		4.6%		5.6%		25.20%		26.20%	27.20%
1PL	The New Guild Trust - Alexandra Junior		24.20%	21.8%		3.4%		4.4%		5.4%		25.20%		26.20%	27.20%
1PM	The New Guild Trust - Jackfield Infants		24.20%	22.0%		3.2%		4.2%		5.2%		25.20%		26.20%	27.20%
1PN	The New Guild Trust - Moorpark Junior		24.20%	21.9%		3.3%		4.3%		5.3%		25.20%		26.20%	27.20%
1QB	Community Academies Trust - Wilnecote High Academy		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1QC	Community Academies Trust - Chadsmead Primary Academy		24.20%	24.1%		1.1%		2.1%		3.1%		25.20%		26.20%	27.20%
1QD	Community Academies Trust - Stoneydelph Primary		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1QK	Esteem Multi Academy Trust - The Fountains High School		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1QL	Esteem Multi Academy Trust - The Fountains Primary School		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1RB	Codsall MAT - Codsall Middle School		24.20%	23.5%		1.7%		2.7%		3.7%		25.20%		26.20%	27.20%
1RC	Codsall MAT - St Nicholas First School		24.20%	23.8%		1.4%		2.4%		3.4%		25.20%		26.20%	27.20%
1RD	Codsall MAT - Birches First School		24.20%	23.8%		1.4%		2.4%		3.4%		25.20%		26.20%	27.20%
1RK	St Ralph Sherwin MAT - Holy Rosary Catholic Voluntary Academy		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1RL	St Ralph Sherwin MAT - Blessed Robert Sutton		24.20%	22.9%		2.3%		3.3%		4.3%		25.20%		26.20%	27.20%
1SB	Societas MAT - Ellison Primary		24.20%	22.7%		2.5%		3.5%		4.5%		25.20%		26.20%	27.20%
1SC	Societas MAT - Goldenhill Academy		24.20%	23.1%		2.1%		3.1%		4.1%		25.20%		26.20%	27.20%
1SD	Societas MAT - Summerbank Primary		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1SE	Societas MAT - Gladstone Primary Academy		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1SF	Societas MAT - Ash Green Primary		24.20%	22.8%		2.4%		3.4%		4.4%		25.20%		26.20%	27.20%
1SK	Windsor Academy Trust - Great Wyrley High School		24.20%	22.8%		2.4%		3.4%		4.4%		25.20%		26.20%	27.20%
1SL	Windsor Academy Trust - Cheslyn Hay Sport and Community High School		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
1TB	The Learning Village Academy Trust - Greenways Primary		24.20%	22.2%		3.0%		4.0%		5.0%		25.20%		26.20%	27.20%
1TC	The Learning Village Academy Trust - Milton Primary		24.20%	21.2%		4.0%		5.0%		6.0%		25.20%		26.20%	27.20%
1UB	St Benedict Biscop		24.20%	24.1%		1.1%		2.1%		3.1%		25.20%		26.20%	27.20%
1VB	Chase Terrace		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%
1WA	Uttoxeter Learning Trust		24.20%	23.1%		2.1%		3.1%		4.1%		25.20%		26.20%	27.20%
1XB	Waterhouses Primary		24.20%	23.4%		1.8%		2.8%		3.8%		25.20%		26.20%	27.20%
1YB	Sixth Form College - Stoke On Trent		19.9% plus £40,000	21.6%		-0.7%		0.3%		1.3%		20.90%		21.90%	22.90%
1ZB	Esprit MAT - Grove Junior School		24.20%	21.2%		4.0%		5.0%		6.0%		25.20%		26.20%	27.20%
1ZC	Esprit MAT - Hamilton Infant School		24.20%	21.4%		3.8%		4.8%		5.8%		25.20%		26.20%	27.20%
1ZD	Esprit MAT - Northwood Broom Community School		24.20%	21.9%		3.3%		4.3%		5.3%		25.20%		26.20%	27.20%
20	City Learning Trust - Haywood Engineering Academy		24.20%	22.3%		2.9%		3.9%		4.9%		25.20%		26.20%	27.20%
20B	The City Learning Trust - Smallthorne Primary Academy		24.20%	21.6%		3.6%		4.6%		5.6%		25.20%		26.20%	27.20%
20C	The City Learning Trust - Mill Hill Primary		24.20%	22.5%		2.7%		3.7%		4.7%		25.20%		26.20%	27.20%
20D	The City Learning Trust - Trentham High		24.20%	22.4%		2.8%		3.8%		4.8%		25.20%		26.20%	27.20%
21	John Taylor MAT - Mosley School Academy		24.20%	24.0%		1.2%		2.2%		3.2%		25.20%		26.20%	27.20%
23	St Edwards C E Academy		24.20%	23.2%		2.0%		3.0%		4.0%		25.20%		26.20%	27.20%
24A	The Academy Transformation Trust - Star Academy		23.10%	22.2%		1.9%		2.9%		3.9%		24.10%		25.10%	26.10%
24B	The Academy Transformation Trust - Sun Academy		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%
25D	The Creative Education Academies Trust - Harpfield		24.20%	22.6%		2.6%		3.6%		4.6%		25.20%		26.20%	27.20%

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							2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
							% of pay	£	% of pay	£	% of pay	£			
Academy schools															
25E	The Creative Education Academies Trust - Thistley Hough		24.20%	21.8%	3.4%		4.4%		5.4%		25.20%		26.20%		27.20%
25F	The Creative Education Academies Trust - Three Peaks Primary Academy		24.20%	23.7%	1.5%		2.5%		3.5%		25.20%		26.20%		27.20%
25G	The Creative Education Academy Trust - The Hart School		24.20%	22.6%	2.6%		3.6%		4.6%		25.20%		26.20%		27.20%
26A	Landau Forte Academy Trust - Woodhouse		21.70%	22.2%	0.5%		1.5%		2.5%		22.70%		23.70%		24.70%
26B	Landau Forte Academy Trust - Quems		24.20%	22.6%	2.6%		3.6%		4.6%		25.20%		26.20%		27.20%
26C	Landau Forte Academy Trust - Greenacres Academy		24.20%	23.2%	2.0%		3.0%		4.0%		25.20%		26.20%		27.20%
27A	Reach 2 - Scentia Academy		16.60%	20.9%	-3.3%		-2.3%		-1.3%		17.60%		18.60%		19.60%
27B	Reach 2 - Springhill Academy		24.20%	23.8%	1.4%		2.4%		3.4%		25.20%		26.20%		27.20%
27C	Reach 2 - Norton Canes Community Primary School		24.20%	22.6%	2.6%		3.6%		4.6%		25.20%		26.20%		27.20%
27D	Reach 2 - Heath Hayes Primary School		24.20%	21.9%	3.3%		4.3%		5.3%		25.20%		26.20%		27.20%
27E	Reach2 - Silkmore Academy		24.20%	21.4%	3.8%		4.8%		5.8%		25.20%		26.20%		27.20%
27F	Reach2 - Five Spires Academy		22.00%	22.4%	0.6%		1.6%		2.6%		23.00%		24.00%		25.00%
27G	Reach2 - Veritas Primary School		16.90%	21.7%	-3.8%		-2.8%		-1.8%		17.90%		18.90%		19.90%
27H	Reach2 - Henhurst Ridge Primary Academy		24.20%	23.3%	1.9%		2.9%		3.9%		25.20%		26.20%		27.20%
28A	Ormiston - Sir Stanley Matthews Academy		24.20%	22.1%	3.1%		4.1%		5.1%		25.20%		26.20%		27.20%
28B	Ormiston - Horizon Academy James Brindley		24.20%	22.5%	2.7%		3.7%		4.7%		25.20%		26.20%		27.20%
28C	Ormiston - Packmoor Academy		24.20%	23.0%	2.2%		3.2%		4.2%		25.20%		26.20%		27.20%
28D	Ormiston - Meridian Academy		24.20%	23.0%	2.2%		3.2%		4.2%		25.20%		26.20%		27.20%
29A	Shaw Education Trust - Uttoxeter (Mary Hill High)		24.20%	23.7%	1.5%		2.5%		3.5%		25.20%		26.20%		27.20%
29B	Shaw Education Trust - Maryhill Primary		24.20%	23.3%	1.9%		2.9%		3.9%		25.20%		26.20%		27.20%
39A	Christ The King Catholic Collegiate - St John Fisher Catholic College		24.20%	22.9%	2.3%		3.3%		4.3%		25.20%		26.20%		27.20%
39B	Christ The King Catholic Collegiate - St Mary's Catholic Primary School		24.20%	23.4%	1.8%		2.8%		3.8%		25.20%		26.20%		27.20%
39C	Christ The King Catholic Collegiate - St Teresa's Catholic Primary		24.20%	22.9%	2.3%		3.3%		4.3%		25.20%		26.20%		27.20%
39D	Christ The King Catholic Collegiate - St Thomas Aquinas Catholic Primary School		24.20%	22.8%	2.4%		3.4%		4.4%		25.20%		26.20%		27.20%
39E	Christ The King Catholic Collegiate - St Wulstan's Primary		24.20%	22.1%	3.1%		4.1%		5.1%		25.20%		26.20%		27.20%
39F	Christ The King Catholic Collegiate - Our Lady and St Werburghs Primary		24.20%	22.8%	2.4%		3.4%		4.4%		25.20%		26.20%		27.20%
42A	Newman Catholic Collegiate - St Margaret Ward Academy		24.20%	22.4%	2.8%		3.8%		4.8%		25.20%		26.20%		27.20%
42B	Newman Catholic Collegiate - St Peter's Primary School		24.20%	21.9%	3.3%		4.3%		5.3%		25.20%		26.20%		27.20%
42C	Newman Catholic Collegiate - Our Lady and St Benedicts Catholic School		24.20%	20.8%	4.4%		5.4%		6.4%		25.20%		26.20%		27.20%
42D	Newman Catholic Collegiate - St George and St Martin Catholic School		24.20%	22.5%	2.7%		3.7%		4.7%		25.20%		26.20%		27.20%
42E	Newman Catholic Collegiate - St Joseph's Catholic Primary School		24.20%	23.1%	2.1%		3.1%		4.1%		25.20%		26.20%		27.20%
42F	Newman Catholic Collegiate - St Mary's Catholic School		24.20%	23.1%	2.1%		3.1%		4.1%		25.20%		26.20%		27.20%
42G	Newman Catholic Collegiate - St Wilfred's Catholic Primary		24.20%	22.8%	2.4%		3.4%		4.4%		25.20%		26.20%		27.20%
42H	Newman Catholic Collegiate - St. John the Evangelist Catholic Primary School		24.20%	22.9%	2.3%		3.3%		4.3%		25.20%		26.20%		27.20%
42J	Newman Catholic Collegiate - Our Lady of Grace (English Martyrs)		24.20%	21.0%	4.2%		5.2%		6.2%		25.20%		26.20%		27.20%
44A	All Saints Catholic Collegiate - St Thomas More Catholic College		24.20%	22.2%	3.0%		4.0%		5.0%		25.20%		26.20%		27.20%
44B	All Saints Catholic Collegiate - Our Lady's		24.20%	22.4%	2.8%		3.8%		4.8%		25.20%		26.20%		27.20%
44C	All Saints Catholic Collegiate - St Augustines Academy		24.20%	22.2%	3.0%		4.0%		5.0%		25.20%		26.20%		27.20%
44D	All Saints Catholic Collegiate - St Gregory's Catholic College Aacdemy		24.20%	21.7%	3.5%		4.5%		5.5%		25.20%		26.20%		27.20%
44E	All Saints Catholic Collegiate - St Maria Goretti Academy		24.20%	22.5%	2.7%		3.7%		4.7%		25.20%		26.20%		27.20%
45A	Inspirational Learning Academy Trust - Newstead Primary Academy		23.60%	21.5%	3.1%		4.1%		5.1%		24.60%		25.60%		26.60%
45B	Inspirational Learning Academy Trust - Norton Le Moors Primary Academy		19.60%	21.5%	-0.9%		0.1%		1.1%		20.60%		21.60%		22.60%
45C	Inspirational Learning Academy Trust - Whitfield Valley Academy		24.20%	21.3%	3.9%		4.9%		5.9%		25.20%		26.20%		27.20%
46A	St Chads Academy Trust - St Mathews Primary Academy		24.20%	24.2%	1.0%		2.0%		3.0%		25.20%		26.20%		27.20%
46B	St Chads Academy Trust - Havergal Primary Academy		24.20%	22.8%	2.4%		3.4%		4.4%		25.20%		26.20%		27.20%
46C	St Chads Academy Trust - St Peter's Church of England School		24.20%	23.2%	2.0%		3.0%		4.0%		25.20%		26.20%		27.20%
46D	St Chads Academy Trust - Bishop Lonsdale CoE Primary		24.20%	20.9%	4.3%		5.3%		6.3%		25.20%		26.20%		27.20%
46E	St Chads Academy Trust - St John's Primary		24.20%	23.2%	2.0%		3.0%		4.0%		25.20%		26.20%		27.20%
46F	St Chads Academy Trust - St James Lonsdale		24.20%	24.1%	1.1%		2.1%		3.1%		25.20%		26.20%		27.20%
46G	St Chads Academy Trust - Churchfield Academy		24.20%	22.1%	3.1%		4.1%		5.1%		25.20%		26.20%		27.20%
46H	St Chads Academy Trust - Stoke Minster		24.20%	20.3%	4.9%		5.9%		6.9%		25.20%		26.20%		27.20%
46J	St Chads Academy Trust - Christ Church Ce Primary Academy		24.20%	22.7%	2.5%		3.5%		4.5%		25.20%		26.20%		27.20%
47A	Collective Vision Trust - Chesterton Community Sports College		24.20%	22.0%	3.2%		4.2%		5.2%		25.20%		26.20%		27.20%
47B	Collective Vision Trust - Churchfields Primary Academy		24.20%	23.3%	1.9%		2.9%		3.9%		25.20%		26.20%		27.20%
47C	Collective Vision Trust - Chesterton Primary		24.20%	22.8%	2.4%		3.4%		4.4%		25.20%		26.20%		27.20%
47D	Collective Vision Trust - Crackley Bank		24.20%	22.0%	3.2%		4.2%		5.2%		25.20%		26.20%		27.20%
48A	Mercia Primary Academy Trust - Larkhall Infants Academy		21.00%	21.4%	0.6%		1.6%		2.6%		22.00%		23.00%		24.00%
48B	Mercia Primary Academy Trust - Flaxhill Junior Academy		24.20%	22.9%	2.3%		3.3%		4.3%		25.20%		26.20%		27.20%
48C	Mercia Primary Academy Trust - Lakeside Primary		24.20%	23.6%	1.6%		2.6%		3.6%		25.20%		26.20%		27.20%
49A	Silverdale Primary Academy		24.20%	22.1%	3.1%		4.1%		5.1%		25.20%		26.20%		27.20%
51	The Co-operative Academy Trust - The Co-operative Community Academy		24.20%	21.5%	3.7%		4.7%		5.7%		25.20%		26.20%		27.20%
51B	The Co-operative Academy Trust - Friarwood Primarv School		24.20%	23.2%	2.0%		3.0%		4.0%		25.20%		26.20%		27.20%

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				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Academy schools												
53	John Taylor MAT - John Taylor High School	24.20%	23.1%	2.1%		3.1%		4.1%		25.20%	26.20%	27.20%
53A	John Taylor MAT - Kingsmead Academy	24.20%	22.5%	2.7%		3.7%		4.7%		25.20%	26.20%	27.20%
53B	John Taylor MAT - Thomas Russell	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
53C	John Taylor MAT - Yoxall St Peters	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
53D	John Taylor MAT - Rykeld Primary School	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%
53E	John Taylor MAT - Shobnall Primary School	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
53G	John Taylor MAT - Winshill Village Primary and Nursery School	24.20%	22.5%	2.7%		3.7%		4.7%		25.20%	26.20%	27.20%
53H	John Taylor Multi Academy Trust - John Taylor Free School	24.20%	20.8%	4.4%		5.4%		6.4%		25.20%	26.20%	27.20%
53J	John Taylor Multi Academy Trust - Needwood CoIE VA Primary School	24.20%	24.0%	1.2%		2.2%		3.2%		25.20%	26.20%	27.20%
53K	John Taylor MAT - All Saints Rangemore C of E Primary School	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
54	De Ferrers MAT - De Ferrers Academy	24.20%	22.1%	3.1%		4.1%		5.1%		25.20%	26.20%	27.20%
54A	De Ferrers Multi Academy Trust - Lansdowne Academy	24.20%	23.0%	2.2%		3.2%		4.2%		25.20%	26.20%	27.20%
54B	De Ferrers Multi Academy Trust - Horninglow Academy	24.20%	21.9%	3.3%		4.3%		5.3%		25.20%	26.20%	27.20%
54C	De Ferrers Multi Academy Trust - Eton Park Academy	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
54D	De Ferrers Multi Academy Trust - Richard Wakefield Primary School	24.20%	23.5%	1.7%		2.7%		3.7%		25.20%	26.20%	27.20%
55	St Barts MAT - Belgrave St Bartholomew Academy	21.90%	22.0%	0.9%		1.9%		2.9%		22.90%	23.90%	24.90%
55A	St Barts MAT - St Nathaniel Academy	23.70%	22.1%	2.6%		3.6%		4.6%		24.70%	25.70%	26.70%
55B	St Barts MAT - Knutton St Mary's	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
55C	St Barts MAT - Park Hall	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
55D	St Barts MAT - Meir Heath	24.20%	23.3%	1.9%		2.9%		3.9%		25.20%	26.20%	27.20%
55E	St Barts MAT - St Saviours Primary	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
55G	St Barts MAT - Kingsland CE Academy	24.20%	22.3%	2.9%		3.9%		4.9%		25.20%	26.20%	27.20%
55H	St Barts MAT - Weston Junior Academy	24.20%	21.5%	3.7%		4.7%		5.7%		25.20%	26.20%	27.20%
55J	St Barts MAT - Weston Infant Academy	24.20%	21.1%	4.1%		5.1%		6.1%		25.20%	26.20%	27.20%
55K	St Barts MAT - Longford Primary Academy	24.20%	21.2%	4.0%		5.0%		6.0%		25.20%	26.20%	27.20%
55L	St Barts MAT - Hazel Slade Primary School	24.20%	24.0%	1.2%		2.2%		3.2%		25.20%	26.20%	27.20%
56	JCB Academy	18.70%	22.1%	-2.4%		-1.4%		-0.4%		19.70%	20.70%	21.70%
57	Fierte MAT - Violet Way Academy	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%
57B	Fierte MAT - Glascoate Heath Academy	22.50%	22.4%	1.1%		2.1%		3.1%		23.50%	24.50%	25.50%
57C	Fierte MAT - Ankermoor Primary	24.20%	22.2%	3.0%		4.0%		5.0%		25.20%	26.20%	27.20%
57D	Fierte MAT - Dosthill Primary School	24.20%	24.1%	1.1%		2.1%		3.1%		25.20%	26.20%	27.20%
58	Erasmus Darwin Academy	24.20%	22.2%	3.0%		4.0%		5.0%		25.20%	26.20%	27.20%
59	The Key Educational Trust - Christchurch Academy	24.20%	23.3%	1.9%		2.9%		3.9%		25.20%	26.20%	27.20%
59A	The Key Educational Trust - Oulton CoE (Vc) First School	24.20%	24.6%	0.6%		1.6%		2.6%		25.20%	26.20%	27.20%
59B	The Key Educational Trust - Christ Church CoE (VC) First School	24.20%	23.3%	1.9%		2.9%		3.9%		25.20%	26.20%	27.20%
61	The Crescent Academy	22.20%	21.7%	1.5%		2.5%		3.5%		23.20%	24.20%	25.20%
62	The Cheadle Academy	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
63	Staffordshire University MAT - Staffordshire University Academy	24.20%	21.4%	3.8%		4.8%		5.8%		25.20%	26.20%	27.20%
63B	Staffordshire University MAT - Moorgate Primary Academy	24.20%	21.9%	3.3%		4.3%		5.3%		25.20%	26.20%	27.20%
63C	Staffordshire University MAT - John Wheelodon Academy	24.20%	22.0%	3.2%		4.2%		5.2%		25.20%	26.20%	27.20%
63D	Staffordshire University MAT - Perton Sandown First	24.20%	22.1%	3.1%		4.1%		5.1%		25.20%	26.20%	27.20%
63E	Staffordshire University MAT - Boney Hay	24.20%	23.3%	1.9%		2.9%		3.9%		25.20%	26.20%	27.20%
63F	Staffordshire University MAT - Littleton Green Community Primary	24.20%	21.8%	3.4%		4.4%		5.4%		25.20%	26.20%	27.20%
63G	Staffordshire University MAT - St Edwards First School	24.20%	24.1%	1.1%		2.1%		3.1%		25.20%	26.20%	27.20%
63H	Staffordshire University MAT - Tynsel First School	24.20%	21.9%	3.3%		4.3%		5.3%		25.20%	26.20%	27.20%
63J	Staffordshire University MAT - All Saints CoE First School	24.20%	23.0%	2.2%		3.2%		4.2%		25.20%	26.20%	27.20%
63K	Staffordshire University MAT - Charmwood Primary School	24.20%	23.9%	1.3%		2.3%		3.3%		25.20%	26.20%	27.20%
63L	Staffordshire University MAT - St Augustine's First School	24.20%	23.1%	2.1%		3.1%		4.1%		25.20%	26.20%	27.20%
63M	Staffordshire University MAT - St Peter's CoE Academy Alton	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%
63N	Staffordshire University MAT - St Lukes Endon Primary School	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%
63P	Staffordshire University MAT - St Michaels CoE First School	24.20%	23.7%	1.5%		2.5%		3.5%		25.20%	26.20%	27.20%
66	Biddulph Academy	24.20%	22.7%	2.5%		3.5%		4.5%		25.20%	26.20%	27.20%
69	Lichfield D Woodard Academy	24.20%	22.4%	2.8%		3.8%		4.8%		25.20%	26.20%	27.20%
76A	Rowley Park Primary Academy	24.20%	22.1%	3.1%		4.1%		5.1%		25.20%	26.20%	27.20%
77A	Education Central MAT - Featherstone Academy	24.20%	22.9%	2.3%		3.3%		4.3%		25.20%	26.20%	27.20%
77B	Education Central MAT - Pye Green Academy	24.20%	23.8%	1.4%		2.4%		3.4%		25.20%	26.20%	27.20%
78A	Shaw Education Trust - Black Friars Academy	24.20%	23.0%	2.2%		3.2%		4.2%		25.20%	26.20%	27.20%
78B	Shaw Education Trust - The Coppice Academy	24.20%	21.7%	3.5%		4.5%		5.5%		25.20%	26.20%	27.20%
78C	Shaw Education Trust - Walton Hall Academy	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
78D	Shaw Education Trust - Wolstanton High School	24.20%	22.8%	2.4%		3.4%		4.4%		25.20%	26.20%	27.20%
78E	Shaw Education Trust - Saxon Hill Academy	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%
78F	Shaw Education Trust - Madeley Academy	24.20%	23.6%	1.6%		2.6%		3.6%		25.20%	26.20%	27.20%

Employer code		Employer/Pool name	Contributions currently in payment 2019/2020	Primary Rate (% of pay) 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
					2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
					% of pay	£	% of pay	£	% of pay	£			
Academy schools													
78G	Shaw Education Trust - Seabridge Academy	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%	
78H	Shaw Education Trust - The Meadows Primary Academy	24.20%	23.2%	2.0%		3.0%		4.0%		25.20%	26.20%	27.20%	
78J	The Shaw Trust - Newfriars College	24.20%	21.1%	4.1%		5.1%		6.1%		25.20%	26.20%	27.20%	
79A	Kingfisher Academy	24.20%	22.6%	2.6%		3.6%		4.6%		25.20%	26.20%	27.20%	
411	Carmountside Primary Academy	23.90%	20.9%	4.0%		5.0%		6.0%		24.90%	25.90%	26.90%	
412	Alleyes Academy	24.20%	23.1%	2.1%		3.1%		4.1%		25.20%	26.20%	27.20%	
414	Glebe Primary Academy	24.20%	22.3%	2.9%		3.9%		4.9%		25.20%	26.20%	27.20%	
415	Sandon Primary Academy	24.20%	21.2%	4.0%		5.0%		6.0%		25.20%	26.20%	27.20%	
416	Woodhouse Academy	24.20%	23.0%	2.2%		3.2%		4.2%		25.20%	26.20%	27.20%	
417	St Giles & St Georges Academy	24.20%	21.9%	3.3%		4.3%		5.3%		25.20%	26.20%	27.20%	
Minor employers pool													
70	Alrewas Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
71	Fradley And Streethay Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
72	Heath Hayes And Wimblesbury P C	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
73	Swinfen And Packington P C	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
74	Bridgtown Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
75	Cheslynhay Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
115	Cheadle Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
119	Burntwood Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
121	Great Wyrley Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
126	Leek Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
130	Uttoxeter Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
134	Anglesey Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
136	Lichfield City Council (Former Charter Trustees)	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
140	Penkridge Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
141	Wombourne Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
142	Stone Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
143	Norton Canes Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
146	Brereton And Ravenhill Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
147	Codsall Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
148	Kinver Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
149	Brewwood & Coven Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
171	Lapley, Stretton & Wheaton Aston Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
172	Perton Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
176	Hednesford Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
177	Essington Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
183	Kidsgrove Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
184	Eccleshall Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
187	Audley Rural Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
188	Biddulph Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
189	Horninglow And Eton Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
190	Colwich Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
191	Draycott In The Clay Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
193	Abbots Bromley Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
195	Gnosall Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
196	Branston Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
197	Rugeley Town Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
1AF	Tatenhill Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
1AI	Tutbury Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
1AJ	Silverdale Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
1AK	Bilbrook Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	
1AL	Forsbrook Parish Council	24.60%	24.9%	0.7%		0.7%		0.7%		25.60%	25.60%	25.60%	

Employer code	Employer/Pool name	Contributions currently in payment 2019/2020		Primary Rate (% of pay) 1 April 2020 - 31 March 2023		Secondary Rate				Total Contribution Rate		
				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Admitted bodies with individually assessed rates												
	SSHA pool	19.6% plus £276,000	22.4%	-2.8%	£270,000	-2.8%	£270,000	-2.8%	£270,000	19.6% plus £270,000	19.6% plus £270,000	19.6% plus £270,000
210	Midlands Partnership Foundation (NHS) Trust (Previously SSSFT ex 101)	32.00%	38.5%	-38.5%		-38.5%		-38.5%		0.0%	0.0%	0.0%
244	North Staffs Comb Health Care (Ex104)	34.8% plus £34,000	37.4%	-37.4%		-37.4%		-37.4%		0.0%	0.0%	0.0%
293	Aspire Housing Ltd (Newcastle)	20.7% plus £392,000	30.4%		£846,000		£846,000		£846,000	30.4% plus £846,000	30.4% plus £846,000	30.4% plus £846,000
295	Stafford And Rural Homes Ltd	17.9%	29.5%		£85,000		£85,000		£85,000	29.5% plus £85,000	29.5% plus £85,000	29.5% plus £85,000
335	Midland Heart Ltd	26.8%	22.2%	-18.8%		-18.8%		-18.8%		3.4%	3.4%	3.4%
344	KGB Cleaning Ltd Newcastle College	6.0%	26.7%	-14.3%		-14.3%		-14.3%		12.3%	12.3%	12.3%
353	Wigan Leisure and CultureTrust (Inspiring Healthy Lifestyles)	23.8%	23.8%	-23.8%		-23.8%		-23.8%		0.0%	0.0%	0.0%
389	Wates Group Ltd	29.6%	0.0%	0.0%		0.0%		0.0%		0.0%	0.0%	0.0%
3AC	Mellors - Burton Schools	20.2%	24.7%	-16.7%		-16.7%		-16.7%		8.0%	8.0%	8.0%
3AK	Mellors - Academies Enterprise Trust	32.2%	24.9%	-9.1%		-9.1%		-9.1%		15.8%	15.8%	15.8%
3BB	Silvertree Cleaning Support LTD - Watermill School	22.0%	17.3%	4.7%		4.7%		4.7%		22.0%	22.0%	22.0%
3CA	Kier Facilities Services (Ex 198)	21.6%	20.6%	0.0%		0.0%		0.0%		20.6%	20.6%	20.6%
3CB	Kier Facilities (Police)	26.8%	19.9%	0.0%		0.0%		0.0%		19.9%	19.9%	19.9%
3GB	Aspens Services Ltd - Great Wyrley	21.6%	0.0%	0.0%		0.0%		0.0%		0.0%	0.0%	0.0%
3GD	Aspens Services Ltd - Cannock Chase High	22.9%	25.9%	-25.9%		-25.9%		-25.9%		0.0%	0.0%	0.0%
3GL	Aspens Services Ltd - Blythe Bridge High School	27.3%	25.4%	-9.0%		-9.0%		-9.0%		16.4%	16.4%	16.4%
3NK	Biffa Municipal Limited	24.2%	17.5%	-17.5%		-17.5%		-17.5%		0.0%	0.0%	0.0%
3TA	Churchill Service Solutions - St Thomas More Catholic Academy	24.4%	23.8%	-14.0%		-14.0%		-14.0%		9.8%	9.8%	9.8%
3TB	Churchills Service Solutions - United Endeavour Trust	33.4%	29.0%	-4.3%		-4.3%		-4.3%		24.7%	24.7%	24.7%
98	Unitas Stoke-on-Trent Ltd	17.6%	18.1%	-2.5%		-2.5%		-2.5%		15.6%	15.6%	15.6%
Ceased employers with post-cessation funding agreements in place												
289	Bromford - Homezone Housing Ltd (Lichfield)	0.0% plus £3,526,000	0.0%		£0		£0		£0	0.0% plus £0	0.0% plus £0	0.0% plus £0
292	Your Housing Group	0.0% plus £136,000	0.0%	0.0%	£24,000	0.0%	£24,000	0.0%	£24,000	0.0% plus £24,000	0.0% plus £24,000	0.0% plus £24,000
296	Trent And Dove Housing Assn.	0.0% plus £234,000	0.0%		£0		£0		£0	0.0% plus £0	0.0% plus £0	0.0% plus £0

Employer code	Employer/Pool name	Pass-through agreement with	Total rate (% of pay)
Admitted bodies with fixed rate pass-through agreements			
214	Entrust	Staffordshire County Council	18.9%
220	Midlands Partnership Foundation (NHS) Trust (ex SSOTP Actives)	Staffordshire County Council	18.9%
334	Amey Services Ltd	Staffordshire County Council	21.6%
3AD	Mellors - Holy Trinity Primary	Staffordshire County Council	22.9%
3AF	Mellors - Thomas Russell Jr School	Staffordshire County Council	22.9%
3AJ	Mellors - Victoria Community School	Staffordshire County Council	20.7%
3AL	Mellors - Grange Infants	Staffordshire County Council	20.7%
3ED	Servicemaster - Oaklands Nursery	Staffordshire County Council	22.9%
3GN	Aspens Services Ltd - Horton Lodge Special School	Staffordshire County Council	20.7%
3HB	Chartwells - Nether Stowe	Staffordshire County Council	22.9%
3HG	Chartwells - St Joseph's Catholic Primary Lichfield	Staffordshire County Council	22.9%
3HH	Chartwells - St Benedict Biscop	Staffordshire County Council	22.9%
3HJ	Chartwells - Hazel Slade Catering	Staffordshire County Council	22.9%
3HP	Chartwells - Gorsemoor Primary School Cleaning	Staffordshire County Council	20.7%
3WA	Alliance In Partnership Ltd - Norton Canes	Staffordshire County Council	20.7%
3WB	Alliance In Partnership Ltd - Hugo Meynell Primary	Staffordshire County Council	20.7%
3WC	Alliance In Partnership Ltd - Langdale Primary	Staffordshire County Council	20.7%
3WD	Alliance In Partnership Ltd - Sir John Offley Primary	Staffordshire County Council	20.7%
3ZA	Fidelis - Two Rivers	Staffordshire County Council	20.7%
255	Tiny Toes Ltd	Staffordshire County Council	22.0%
3RL	Catch 22	Staffordshire County Council	20.7%
3WJ	Alliance In Partnership Ltd - Marshlands School	Staffordshire County Council	20.7%
3WK	Alliance In Partnership Ltd - Endon High School	Staffordshire County Council	20.7%
3PL	Freedom Leisure - Stafford Borough Council	Stafford Borough Council	18.5%
3UL	Veolia - SBC Waste	Stafford Borough Council	18.5%
3XL	Sports Leisure Management LTD - Community Leisure Charitable Trust	Stoke-on-Trent City Council	16.4%
3XM	Sports Leisure Management LTD - Food & Beverage Limited	Stoke-on-Trent City Council	16.4%
3XN	Sports Leisure Management LTD - Fitness & Health	Stoke-on-Trent City Council	16.4%

Employer code	Employer/Pool name	Pass-through agreement with	Total rate (% of pay)
Admitted bodies with fixed rate pass-through agreements			
3RA	Taylor Shaw - Birches Head	Stoke-on-Trent City Council	22.0%
3PM	Freedom Leisure - Lichfield Borough Council	Lichfield District Council	26.5%
3NA	Boeing UK (Ict Opcc)	Staffordshire Police Authority	23.6%
3QL	Cleantec Services Ltd - Academies Enterprise Trust	Academies Enterprise Trust - Anglesey Academy	25.2%
3EE	Servicemaster - Alpha Academies Trust	Alpha Academies Trust - Ltd Studio School	25.0%
3HM	Chartwells - St Mary's Cleaning	CTK Catholic Collegiate - St Mary's Catholic Primary	24.2%
3WG	Alliance In Partnership Ltd - Hempstalls	Creative Learning Partnership - Hempstalls Primary	25.2%
3WH	Alliance In Partnership Ltd - Thursfield	Creative Learning Partnership - Thursfield Primary	26.2%
3YL	Caterlink - Deferrers Academy Trust	De Ferrers MAT - De Ferrers Academy	22.4%
3HT	Chartwells - Eton Park Jr (De Ferrers) Cleaning	De Ferrers Multi Academy Trust - Eton Park Academy	35.5%
3HQ	Chartwells - De Ferrers Trust - Horninglow Primary Cleaning	De Ferrers Multi Academy Trust - Horninglow Academy	25.2%
3EH	Servicemaster - Eaton Park Academy	Eaton Park Academy	26.2%
3RB	Taylor Shaw - Pye Green Academy	Education Central MAT - Pye Green Academy	25.2%
3HL	Chartwells - JCB Cleaning	JCB Academy	24.2%
3HC	Chartwells - Kingsmead (053A) John Taylor MAT	John Taylor MAT - Kingsmead Academy	22.5%
3AH	Mellors - Shobnall Primary	John Taylor MAT - Shobnall Primary School	20.7%
3AG	Mellors - Thomas Russell Infants School	John Taylor MAT - Thomas Russell	20.7%
3YC	RM Education - St Peters Academy	Lichfield D Woodard Academy	18.1%
3TL	T(n)S Catering Ltd Management Ltd - Rowley Park	Rowley Park Primary Academy	25.2%
3GM	Aspens Services Ltd - Madeley High School	Shaw Education Trust - Madeley Academy	23.0%
3WF	Alliance In Partnership Ltd - Seabridge	Shaw Education Trust - Seabridge Academy	25.2%
3BC	Catering Academy Ltd UCAT	Shaw Education Trust - Uttoxeter (Mary Hill High)	23.7%
3SL	Moorlands Contract Cleaning - Silverdale	Silverdale Primary Academy	25.2%
3GP	Aspens Services Ltd - Sir Graham Balfour	Sir Graham Balfour	35.2%
3EK	Servicemaster - Belgrave St Bartholomews (St Barts) cleaning	St Barts MAT - Belgrave St Bartholomew Academy	26.2%
3EL	Servicemaster - Knutton St Mary's (St Barts) cleaning	St Barts MAT - Knutton St Mary's	25.1%
3EJ	Servicemaster - St Nathaniels (St Barts) cleaning	St Barts MAT - St Nathaniel Academy	26.2%
3HF	Chartwells - St Matthews Academy (046A)	St Chads Academy Trust - St Mathews Primary Academy	22.0%
3HS	Chartwells - St Matthews Academy (St Chads) Cleaning	St Chads Academy Trust - St Mathews Primary Academy	26.2%
3FC	Enviroserve UK - St Edwards	St Edwards C E Academy	31.8%
3EG	Servicemaster - St Giles & St Georges	St Giles & St Georges Academy	25.2%
3WE	Alliance In Partnership Ltd - St Giles & St George	St Giles & St Georges Academy	25.2%
3XB	Arden Services - Charnwood School	Staffordshire University MAT - Charnwood Primary School	20.7%
3HU	Chartwells - Transformation Trust (Catering)	The Academy Transformation Trust - Star Academy	26.9%
3SA	Busy Bee Cleaning Services	The Creative Education Academies Trust - Thistley Hough	22.0%
3HO	Chartwells - UET Newcastle Academy Catering	United Endeavour Trust - Newcastle Academy	25.2%

Employer code	Employer/Pool name	Funding pool
Employers with no actives (that participate in a funding pool)		
40	Haywood Engineering College.Stoke (As104)	Stoke-on-Trent City Council Pool
42	St Margaret Ward School	Stoke-on-Trent City Council Pool
157	Rodbaston College	South Staffordshire College Pool
158	Cannock Chase Technical College	South Staffordshire College Pool
159	Tamworth College	South Staffordshire College Pool
160	Tamworth And Lichfield College	South Staffordshire College Pool
194	St. Josephs College, Stoke	Stoke-on-Trent City Council Pool
211	North Staffs Combined Health Care (Ex 101)	Staffordshire County Council Pool
215	Staffordshire & Stoke Partnership Trust	Staffordshire County Council Pool
216	Community Council Of Staffordshire	Staffordshire County Council Pool
235	Biddulph Swimming Pool Jnt Committee	Staffordshire Moorlands District Council Pool
290	Poplars Resource Man Co Ltd (Premco)	Staffordshire County Council Pool

Employer code	Employer/Pool name	Funding pool
Employers with no actives (that participate in a funding pool)		
300	Morrisons Facilities Serv.Ltd (Ex110)	Tamworth Borough Council Pool
301	Mears Ltd	Tamworth Borough Council Pool
306	C W Audit Services	East Staffordshire Borough Council Pool
310	Mencap (Ex101)	Staffordshire County Council Pool
311	Making Space (Ex 101)	Staffordshire County Council Pool
312	Liverpool Personal Services Society (Ex 101)	Staffordshire County Council Pool
313	Evolve Young People (Ex 101)	Staffordshire County Council Pool
317	J & S Seddon (Building) Ltd (Ex 101)	Staffordshire County Council Pool
320	Vale Contract Services Ltd (Ex 102)	Staffordshire Moorlands District Council Pool
323	ENTRUST KINGSMEADE (EX101)	Staffordshire County Council Pool
332	Enterprise (Aol) Ltd (Ex 103)	Staffordshire County Council Pool
333	Enterprise (Aol) Ltd (Ex 105/106/108)	Staffordshire County Council Pool
346	KGB Cleaning Ltd Weston Road	Staffordshire County Council Pool
349	Superclean Services Ltd (Ex 104)	Stoke-on-Trent City Council Pool
350	Taylor Shaw Ltd (Alleynes)	Staffordshire County Council Pool
351	Taylor Shaw Ltd (Chasetown)	Staffordshire County Council Pool
352	Graysons	Stoke-on-Trent City Council Pool
360	Inspace Partnerships (Ex 296)	Trent and Dove
379	I Care (GB) Ltd	Staffordshire County Council Pool
380	Connaught Property Serv.Ltd (Ex 345)	Cannock Chase District Council Pool
390	APCOA Parking UK Ltd	Lichfield District Council Pool
391	De Ferra's Catering (Aspens Services Ltd)	Staffordshire County Council Pool
3EC	Servicemaster - Mill Hill Primary	Stoke-on-Trent City Council Pool
3FA	Enviroserve St Dominic's	Painsley Catholic College - St Dominic's Catholic Primary
3HD	Chartwells - St John's Primary	Staffordshire County Council Pool
3HE	Chartwells - Moorgate Primary (063B) Academy	Staffordshire University MAT - Moorgate Primary Academy
3PA	Asist (Staffordshire County Council)	Staffordshire County Council Pool
3VL	Millbrook Healthcare Ltd	Newcastle Under Lyme Borough Council Pool
3XA	Arden Services - Rocklands School	Manor Hall Academy Trust - Rocklands School
3XC	Arden Services - Woodlands Primary School	Staffordshire County Council Pool
3YB	RM Education - Ormiston Horizon	Ormiston - Horizon Academy James Brindley
3YD	RM Education Ltd - Sir Stanley Matthews	Ormiston - Sir Stanley Matthews Academy
Employers with no actives (that do not participate in a pool aka 'Orphaned employers')		
114	Staffordshire Magistrates Courts Service	
120	Rent Officers (Not Clerical Staff)	
122	Rec - National Health Service	
123	Rec - Water Authorities	
125	Rec - Walsall D C (A-B Udc)	
129	Bretby Cremation Joint Committee	
137	Rec - West Midlands (Prop Of Former Scc)	
138	Rec - Walsall D C (Prop Of Former Scc)	
173	Rolleston On Dove Parish Council	
175	Shenstone Parish Council	
180	Rec - D E T R (Ex Rcu Staff)	
181	Rec - D E T R (Former Ltd Staff - Scc And Esdc)	
185	Madeley Parish Council	
186	Cheddleton Parish Council	
226	West Midlands Regional Arts Board	
227	West Midlands Arts Association	
233	South Staffordshire Waterworks Company	
234	West Midlands Development Agency	
243	Newcastle Under Lyme School	
341	Jack In The Box Ltd	
342	Kingsland Kindergarten Ltd	
354	St Saviours (Servicemaster)	

Notes

- (1) The employers noted have elected to prepay their annual secondary contributions as a single lump sum payment in advance, using the discretion available under Regulation 62(7). The monetary secondary contributions shown in Year 1 (2020/2021) of the Rates and Adjustments certificate are payable in April 2020. Payment of this monetary contribution will discharge all three years' monetary Secondary contributions. As an alternative to paying this amount, the employers may revert to paying monetary Secondary contributions annually, which would be payable as follows:

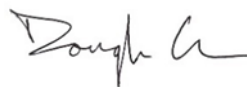

Employer code	Employer name	Monetary Secondary Rate (£)		
		2020/2021	2021/22	2022/23
101	Staffordshire County Council (excluding schools)	£15,862,000	£17,774,000	£19,735,000
102	Staffordshire Moorlands District Council Pool	£911,000	£1,035,000	£1,163,000
104	Stoke-on-Trent City Council	£11,604,000	£13,053,000	£14,541,000
105	Stafford Borough Council	£1,377,000	£1,567,000	£1,763,000
108	Cannock Chase District Council	£2,304,000	£2,580,000	£2,863,000
109	Lichfield District Council	£1,063,000	£1,171,000	£1,282,000
198	Stoke And Staffs Comb Fire Authority	£396,000	£396,000	£396,000

Further comments

- Contributions expressed as a percentage of payroll should be paid into Staffordshire Pension Fund ("the Fund") at a frequency in accordance with the requirements of the Regulations;
- Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- The certified contribution rates represent the **minimum** level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.

- There has been significant volatility in the financial markets during February and March 2020 as a result of the COVID-19 pandemic. This volatility may impact funding balance sheets for those employers planning to exit the Fund during the period covered by this Rates and Adjustments Certificate. In order to effectively manage employer exits from the Fund, the Administering Authority reserves the right to revisit the contribution rates for employers that are expected to cease participation in the Fund before 31 March 2023. An employer will be contacted by the Administering Authority in this instance.

Signature:



Name: Laura McInroy

Douglas Green

Qualification: Fellows of the Institute and Faculty of Actuaries

Firm: Hymans Robertson LLP
20 Waterloo Street
Glasgow
G2 6DB

Date: 26 March 2020

Appendix 4 – Section 13 dashboard

The following information has been provided to assist the Government Actuary's Department in complying with Section 13 of the Public Service Pensions Act.

Item	
Past service funding position - local funding basis	
Funding level (assets/liabilities)	99%
Funding level (change since last valuation)	21% increase
Asset value used at the valuation	£5,131,016,000
Value of liabilities	£5,204,229,000
Surplus (deficit)	(73,213,000)
Discount rate(s)	3.9% p.a.
Assumed pension increases (CPI)	2.3% p.a.
Method of derivation of discount rate, plus any changes since previous valuation	There is a 70% likelihood that the Fund's investments will return at least 3.9% over the next 20 years based on a stochastic asset projection. The assumption at the 2016 valuation was 1.6% above the yield available on long-dated fixed interest gilts.
Assumed life expectancies at age 65:	
Average life expectancy for current pensioners - men currently age 65	21.2 years
Average life expectancy for current pensioners - women currently age 65	23.6 years
Average life expectancy for future pensioners - men currently age 45	22.1 years
Average life expectancy for future pensioners - women currently age 45	25.0 years
Past service funding position - SAB basis (for comparison purposes only)	
Market value of assets	£5,131,016,000
Value of liabilities	£4,588,647,000
Funding level on SAB basis (assets/liabilities)	112%
Funding level on SAB basis (change since last valuation)	16% increase
Contribution rates payable	
Primary contribution rate	19.7% of pay
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance):	
Secondary contribution rate 2020/21	£41,000,000
Secondary contribution rate 2021/22	£47,000,000
Secondary contribution rate 2022/23	£54,000,000
Giving total expected contributions:	
Total expected contributions 2020/21 (based on assumed payroll of £547.8m)	£148,926,215
Total expected contributions 2021/22 (based on assumed payroll of £562.8m)	£157,869,921
Total expected contributions 2022/23 (based on assumed payroll of £578.1m)	£167,893,918
Average employee contribution rate (% of pay)	6.3% of pay
Employee contribution rate (based on assumed payroll of £547.8m)	£34,764,000
Additional information	
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	0%
Percentage of total liabilities that are in respect of Tier 3 employers	15%