

Actuarial Valuation 2013 Update

1. This report updates the Committee on the position of the 2013 Actuarial Valuation of the Wiltshire Pension Fund.

Introduction & Background

2. At the meeting on 10 October 2013 the results of the 2013 Triennial Valuation were presented to this Committee.
3. The Committee approved the theoretical contribution rates for the next three years and noted that discussions would be held with employer bodies outside the Stabilisation Policy to agree rates, utilising the Contribution Rate Relief framework where applicable. This papers presents the final agreed employer contribution rates. The Fund will request the Actuary to sign this off and become effective from 1 April 2014.

Main Considerations for the Committee

4. All employers were written to after the meeting on the 10 October 2013 requesting they confirm the contribution rates to be paid over the next three years. Further correspondence was sent out during December, January and February chasing the remaining employers who hadn't confirmed their rates. Following this exercise 5 employers had still failed to respond and as outlined in the letter their rates will default to the theoretical contribution rate proposed by the Actuary.
5. For the secure employers (those with tax-raising powers) they have the option of either being part of the Stabilisation Policy which increases contribution rates by 1% per annum (or in one case, to pay the new Future Service Rate as a minimum which is a greater than 1%).
6. All the secure employers confirmed they wished to apply to Stabilisation Policy.
7. The non-secure employers (those without tax-raising powers) had three options:
 - To move to the theoretical contribution rate immediately;
 - To phase in the increase to the theoretical contribution rate over a three year period; or
 - To request contribution relief, where based on the evaluation of the employers stability, the increase to the theoretical contribution rate is limited over the next three years.
8. The majority of employers took advantage of the Contribution Rate Relief.
9. No response was received from 5 employers acknowledging their revised rates. These tend to be the smaller outsourced employers whose employer contributions might not be a material element of their operations. For these

employers, the contributions have assumed to increase to the full theoretical rate over the next three years.

10. The rates shown in the Appendix are the employer contributions the Actuary will include in the Rates and Adjustment Certificate that must be issued to the Secretary of State by 31 March 2014. These contributions will become effective from 1 April 2014.

Risk Assessment

11. The Triennial Valuation is one of the controls to mitigate PEN003 *Insufficient funds to meet liabilities as they fall due* on the risk register.
12. Risk PEN006a and PEN007a *Significant rises in employer contributions for secure employers due to increases in liabilities and poor investment returns* is being addressed through the implementation of the Stabilisation Policy which limits volatile increases in contribution rates.
13. Risk PEN006b and PEN007b *Significant rises in employer contributions for non-secure employers due to increases in liabilities and poor investment returns* is being addressed by the review of employers risk to the Fund and the subsequent contributions relief offered to them for the next three years based on this evaluation.

Environmental Impact of the Proposals

14. There are none.

Safeguarding Considerations/Public Health Implications/Equalities Impact

15. There no known implications at this time.

Financial Considerations

16. The Stabilisation Policy and the use of phasing in of Contribution Rate Relief assists in keeping contribution rate increases to a manageable level for employers by offering them a degree of flexibility. The setting of contribution rates below the 'theoretical' rate outlined by the Actuary does mean employers defer some payment in the short term but the modelling suggests the impact on the funding level over the longer term will not be materially affected.

Proposal

17. The Committee is asked to note the finalised employer contribution rates for 2014 to 2017 as shown in the Appendix that will form the Rates and Adjustment certificate for the 2013 Triennial Valuation.

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Unpublished documents relied upon in the production of this report:	None.
Appendix - Employer contributions	

APPENDIX

Employer's Name	Employer Contribution Rate 2014/2015	Monetary Amount 2014/2015 p/a	Employer Contribution Rate 2015/2016	Monetary Amount 2015/2016 p/a	Employer Contribution Rate 2016/2017	Monetary Amount 2016/2017 p/a
4Children	22.0%		22.0%		22.0%	
ABM Catering	28.0%		28.0%		28.0%	
Action for the Blind	26.6%	£36,000	26.6%	£36,000	26.6%	£36,000
Agincare	19.4%		19.4%		19.4%	
Amesbury Parish Council	19.1%		20.1%		21.1%	
Aster Group	26.0%	£109 000	26.0%	£109 000	26.0%	£109 000
Aster Living	23.6%	£37,000	23.6%	£37,000	23.6%	£37,000
Aster Property Management	23.8%	£21,000	23.8%	£21,000	23.8%	£21,000
Atkins Global	26.0%		26.0%		26.0%	
Barnardos (Corsham Children's Centre)	19.5%		19.5%		19.5%	
Barnardos	16.4%		16.4%		16.4%	
Bishop Wordsworth Academy	17.6%	£14 000	18.1%	£17,000	18.5%	£21 000
Blunsdon St Andrew Parish Council	19.1%		20.1%		21.1%	
Bradford-on-Avon Town Council	19.1%		20.1%		21.1%	
Bybrook Valley Academy	17.9%	£2,000	17.9%	£2,000	17.9%	£2,000
Calne Town Council	19.1%		20.1%		21.1%	
Capita	24.1%		24.1%		24.1%	
Care and Support Swindon (SEQOL)	23.1%		23.1%		23.1%	
Caterlink Ltd	0.0%		23.8%		23.8%	
Chippenham Town Council	19.1%		20.1%		21.1%	
Churchfield Academy, Swindon	25.7%		25.7%		25.7%	
CIPFA	16.4%	£1,199,000	17.4%	£1,305,000	18.4%	£1,563,000
Colebrook Infants Academy, Swindon	24.3%		24.3%		24.3%	
Collaborative Schools Ltd	23.4%		23.4%		23.4%	

Employer's Name	Employer Contribution Rate 2014/2015	Monetary Amount 2014/2015 p/a	Employer Contribution Rate 2015/2016	Monetary Amount 2015/2016 p/a	Employer Contribution Rate 2016/2017	Monetary Amount 2016/2017 p/a
Commonweal Academy, Swindon	19.3%	£56,000	19.3%	£56,000	19.3%	£56,000
Community First	17.8%	£30,000	18.4%	£37,000	19.0%	£43,000
Corsham Primary Academy*	19.4%	£16,000	19.4%	£16,000	19.4%	£16,000
Corsham Secondary Academy	16.7%	£28,000	16.7%	£35,000	16.7%	£42,000
Corsham Town Council	19.1%		20.1%		21.1%	
Cricklade Town Council	19.1%		20.1%		21.1%	
DC Leisure	14.6%	£88,000	14.6%	£0	14.6%	£0
Devizes Academy	20.3%	£18,000	20.3%	£24,000	20.3%	£30,000
Devizes Town Council	19.1%		20.1%		21.1%	
Direct Cleaning	27.6%	£6,000	27.6%	£6,000	27.6%	£0
Dorcan Technology Academy, Swindon	23.3%		23.3%		23.3%	
Eastrop Academy, Swindon	19.6%	£3,000	19.7%	£3,000	19.8%	£4,000
Education Fellowship*	20.6%	£42,000	20.6%	£42,000	20.6%	£42,000
Elior UK PLC	24.8%		24.8%		24.8%	
Enara Complete Care	0.0%		0.0%		25.0%	
Excalibur Academy	21.0%	£28,000	21.0%	£41,000	21.0%	£53,000
FOCSA Services	22.9%	£49,000	22.9%	£49,000	22.9%	£49,000
Goddards Park Academy, Swindon	12.9%	£0	13.1%	£4,000	13.3%	£8,000
Gorse Hill Academy	19.3%	£18,000	19.3%	£18,000	19.3%	£18,000
Great Western Hospitals	15.4%		15.4%		15.4%	
Hardenhuish School Ltd	20.8%	£61,000	20.8%	£61,000	20.8%	£61,000
Haydon Wick Parish Council	19.1%		20.1%		21.1%	
Highworth Town Council	19.1%		20.1%		21.1%	
Highworth Warneford Academy, Swindon	21.7%	£36,000	21.7%	£36,000	21.7%	£36,000
Holy Family Academy	19.6%	£8,000	19.6%	£8,000	19.6%	£8,000

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Holy Rood Infants Academy, Swindon	22.8%		23.1%		23.4%	
Holy Rood Juniors Academy, Swindon	22.5%		22.5%		22.5%	
Holy Trinity (Calne) Academy	22.9%	£1,000	22.9%	£3,000	22.9%	£4,000
Holy Trinity (Great Cheverell) Academy	19.3%	£4,000	19.3%	£4,000	19.3%	£4,000
Innovate Services Limited	20.1%		20.1%		20.1%	
John Bentley Academy	23.0%		23.0%		23.0%	
John of Gaunt Academy	19.6%	£40,000	19.6%	£40,000	19.6%	£40,000
King William Street Academy	23.1%		23.1%		23.1%	
Kingdown Academy, Warminster	18.5%	£34,000	18.5%	£37,000	18.5%	£40,000
Kingsdown Academy, Swindon	24.5%		24.5%		24.5%	
Lavington Academy	19.2%	£14,000	19.2%	£14,000	19.2%	£14,000
Leonard Cheshire	6.4%		6.4%		23.7%	
Lethbridge Academy, Swindon	18.5%	£11,000	18.5%	£12,000	18.5%	£13,000
Lydiard Academy, Swindon	28.3%		28.3%		28.3%	
Mainline Contract Services	15.0%		15.0%		15.0%	
Malmesbury Academy	19.7%	£28,000	19.7%	£29,000	19.7%	£30,000
Malmesbury Town Council	19.1%		20.1%		21.1%	
Manor Academy, The	17.8%	£11,000	17.8%	£11,000	17.8%	£11,000
Marlborough Town Council	19.1%		20.1%		21.1%	
Mead Academy, The	18.9%	£14,000	18.9%	£14,000	18.9%	£14,000
Melksham Town Council	19.1%		20.1%		21.1%	
Melksham Without Parish Council	19.1%		20.1%		21.1%	
Mere Parish Council	19.1%		20.1%		21.1%	
New College	17.1%	£118,000	17.8%	£139,000	18.4%	£159,000
Order of St John	24.8%	£552,000	24.8%	£552,000	24.8%	£552,000

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Oxford Health NHS	24.7%		24.7%		24.7%	
Pewsey Vale Academy	19.0%	£11,000	19.1%	£12,000	19.2%	£14,000
Purton Parish Council	19.1%		20.1%		21.1%	
Ridgeway Academy, Swindon	23.5%		23.5%		23.5%	
Rowde Academy	20.5%	£8,000	20.5%	£8,000	20.5%	£8,000
Royal Wootton Bassett Academy	17.5%	£30,000	17.8%	£35,000	18.0%	£40,000
Royal Wootton Bassett Parish Council	19.1%		20.1%		21.1%	
Salisbury and South Wilts Museum	13.2%	£26,000	13.2%	£26,000	13.2%	£27,000
Salisbury City Council	20.8%		20.8%		20.8%	
Sarsen Housing Association	23.9%	£291,000	23.9%	£291,000	23.9%	£291,000
Sarum Academy*	20.9%		20.9%		20.9%	
Selwood Housing (West Wilts)	17.6%	£222,000	18.6%	£259,000	19.5%	£296,000
Sevenfields Academy	18.3%		18.3%		18.3%	
Sheldon Academy	25.6%		25.6%		25.6%	
Somerset Care	24.0%		24.0%		24.0%	
Southern Health NHS Foundation Trust	19.5%		20.5%		21.6%	
South Wilts Grammar Academy	17.9%	£14,000	18.0%	£17,000	18.1%	£19,000
Southfields Academy, Swindon	24.3%		24.3%		24.3%	
Springfields Academy	22.6%		22.6%		22.6%	
St Augustines Academy	24.9%		24.9%		24.9%	
St Catherines Academy	21.6%	£7,000	21.6%	£7,000	21.6%	£7,000
St Edmunds Academy (Calne)	21.5%	£4,000	21.5%	£4,000	21.5%	£4,000
St Edmunds Girls Academy (Salisbury)	23.3%	£8,000	23.3%	£11,000	23.3%	£14,000
St Joseph's (Devizes) Academy	18.7%	£4,000	18.7%	£5,000	18.7%	£5,000
St Joseph's (Swindon) Academy	20.0%	£61,000	20.0%	£61,000	20.0%	£61,000

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St Laurence Academy	17.8%	£31,000	17.8%	£34,000	17.8%	£36,000
St Leonards (Andrews) Academy, Swindon	23.2%		23.2%		23.2%	
St Mary's Academy, Swindon	21.0%	£8,000	21.0%	£8,000	21.0%	£8,000
Stratton St Margaret Parish Council	19.1%		20.1%		21.1%	
Swindon Borough Council (Non-Schools)	16.4%	£2,604,000	17.4%	£2,604,000	18.4%	£2,604,000
Swindon Borough Council (Schools/HRA)	20.5%		21.5%		22.5%	
Swindon College	16.6%	£258,000	17.2%	£320,000	17.8%	£381,000
Swindon Commercial Services	22.7%		22.7%		22.7%	
Swindon Dance	21.6%	£0	21.9%	£2,000	22.1%	£3,000
Trowbridge Town Council	19.1%		20.1%		21.1%	
United Learning Trust*	17.1%		17.1%		17.1%	
Visit Wiltshire	20.3%		20.3%		20.3%	
Wanborough Parish Council	19.1%		20.1%		21.1%	
Wansdyke Academy	20.3%	£9,000	20.3%	£9,000	20.3%	£9,000
Warminster Town Council	19.1%		20.1%		21.1%	
WASP	20.1%	£5,000	20.1%	£5,000	20.1%	£5,000
Wellington Academy	14.1%		14.8%		15.4%	
Westbury Town Council	19.1%		20.1%		21.1%	
Westlea Housing/Greensquare	20.4%	£378,000	21.3%	£445,000	22.1%	£512,000
White Horse Federation	22.3%		22.3%		22.3%	
Wilton Town Council	19.1%		20.1%		21.1%	
Wiltshire and Swindon Fire Authority	16.5%	£164,000	17.0%	£181,000	17.5%	£198,000
Wiltshire College	15.6%	£277,000	16.6%	£428,000	17.0%	£579,000
Wiltshire Police	15.6%	0	16.9%	0	18.1%	0
Wiltshire Probation	35.1%					

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Wiltshire Council	16.0%	£5,700,000	17.0%	£5,700,000	18.0%	£5,700,000
Wiltshire Council - Schools	20.8%		21.8%		22.8%	
Woodford Valley Academy	19.2%	£7,000	19.2%	£7,000	19.2%	£7,000
Wroughton Parish Council	19.1%		20.1%		21.1%	