

WILTSHIRE PENSION FUND

**Report & Accounts
For the year ended 31 March 2016**

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REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2016

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1. Chairman's foreword

It is with pleasure that I present this Annual Report of the Wiltshire Pension Fund.

Wiltshire Council, which administers the Fund, is one of the 169 Employer organisations which are members of the Fund. Swindon Council & Wiltshire Council are the two largest employer organisations of the Fund. The Fund has seen a further increase in employer member bodies over the last 12 months mainly as a result of the outsourcing of services from the two largest employers.

The Fund has 21,800 employees currently contributing to it while the number of retired employees receiving regular payments has increased by around 700 to 14,900, the average pension is £5,155. The number of deferred members has increased by around 2,700. The cashflow of the Fund was again broadly neutral for the year, this is being monitored closely.

This year sees the 2016 triennial valuation exercise and with the results known in October which will set employer contribution rates from April 2017 onwards. The Fund is extremely conscious of the cost pressures facing employers and their ability to absorb future increases for what will be another difficult valuation exercise and we will try to work with them to manage any changes.

The Fund's assets have decreased by £14 million to £1,838 million as at 31st March 2016 reflecting negative returns from growth assets from the recent volatility in the markets. At the last triennial valuation, (March 2013) the funding level was 71%. Despite the good performance of the Fund's assets over this period, it is the continuation of historically low bond yields that increases the size of the liabilities leading to the decline in funding level. This is because bond yields are used by the Fund's actuary to discount the future liability cashflows to reflect the time value of money. The smaller this number, the higher the projected future cashflows to be paid out, meaning greater investment returns need to be generated by the Fund over the long term.

Experience since the last valuation has not been as expected. Bond yields have fallen further offsetting asset returns which have been above the actuary's expectation. However, since the triennial valuation our interim monitoring reports now show a small increase in the funding level to nearer 73% as at 31 March 2016.

Over the 12 month period growth assets returned poor or negative returns with financial markets suffering bouts of intra-period volatility. However, returns over the longer term remain positive with the rolling 3 year return for the Fund achieving 7.4%; 1.1% ahead of its consolidated benchmark of 6.3%. Wiltshire Pension Fund did achieve 16 percentile out of 89 Local Authority Funds within the World Markets (WM) Company Local Authority League tables where the average return of the WM Universe over 3 years was 6.4% (gross of fees). The Committee continues to monitor investment manager performance and a high level Investment Strategy review is due to take place July 2016. The Fund is also closely monitoring the impact of the EU referendum vote, in particular on its investment strategy keeping the focus on the long term returns during this uncertain period.

During the year up to March 2016 there was only one change of membership to the Pension Fund Committee. Councillor Brian Ford was replaced by Councillor Steve Weisinger. We would like to thank him for his contribution over the years and wish him well for the future.

The Committee is also responsible for the administrative performance of the Fund which is administered by key officers, namely Michael Hudson (Treasurer to the Pension Fund), David Anthony (Head of Pensions) and Catherine Dix (Strategic Pension Manager) following the requirements set out in the Local Government Pension Scheme (LGPS) Scheme Regulations and the principles laid down by the Chartered Institute of Public Finance and Accountancy (CIPFA). The Fund is also regularly audited by both the South West Audit Partnership (internal audit) and KPMG (external audit) while performance is analysed by CIPFA through their benchmarking club. These processes reflect the primary need for a

high standard of management and good governance arrangements to be a better performing fund, and these reports demonstrate this is currently being achieved.

The Local Government Pension Scheme (LGPS) has been and remains in a period of uncertainty over further potential nationally imposed changes. The new 2014 scheme is now fully embedded, but concerns remain over the long term cost and sustainability of the LGPS while the Government remain focussed on addressing pension fund deficits and reducing the costs of running the scheme. The results of the 2016 valuation will have a key influence on any future proposed changes.

On 25th November the Department of Communities and Local Government (DCLG) issued a consultation titled "Investment Reform Criteria and Guidance" inviting administering authorities to submit by 19th February 2016 their initial proposals for pooling LGPS assets into six 'British Wealth Funds' from April 2018 onwards, each containing at least £25bn of assets with the intention to reduce investment management costs while improving the net performance.

Project Brunel has been set up in response to the Government's objective of pooling the Investments of LGPS funds. This, if implemented will mean that although Wiltshire Pension Fund will retain control over its strategic asset allocation, the appointment and monitoring of investment managers would be undertaken by the pooled entity. The unproven and still to be finalised benefits of this proposal are the economies of scale it brings and the ability to increase diversification through lower cost alternative assets classes. However, this project represents a significant change to the Fund requiring significant officers and Members input. The project submitted an initial proposal in February 2016, alongside 10 other like-minded funds: Avon, Buckinghamshire, Cornwall, Devon, Dorset, The Environment Agency, Gloucestershire, Oxfordshire, Somerset and Wiltshire with combined assets are around £23 billion which is of acceptable scale for the Government. A interim update is being submitted for 15 July 2016 with a final business case expected to be considered this autumn.

The Fund continues to adapt to these challenging times ensuring resources are appropriate and aligned to adapt to these changes. However, I do worry that despite the best efforts of officers, Committee Members and investment managers, inroads into addressing the pension deficits remain extremely challenging in current market conditions. Consequently, one remains concerned how sustainable the current pension structure is, not just the LGPS but nationally without a fundamental change, as the signs are that the level of pensions currently awarded aren't affordable over the long term

Tony Deane, Chairman

On behalf of the Wiltshire Pension Fund Committee

8th July 2016



2. Scheme Management and Governance

Administering authority

Wiltshire Council
County Hall
Trowbridge
Wiltshire BA14 8JN

Pension fund committee as at 31 March 2016

Wiltshire Council members

Councillor Tony Deane (Chairman)
Councillor Charles Howard (Vice Chairman)
Councillor Mark Packard
Councillor Roy While
Councillor Sheila Parker

Swindon Borough Council members

Councillor Steve Allsopp
Councillor Steve Weisinger

Employee observers

Mike Pankiewicz – Wiltshire Council
Tony Gravier – Swindon Unison Branch

Admitted bodies

Mrs Diane Hall – Selwood Housing Association

Education scheduled bodies

Mrs Linda Stuart – Hardenhuish Academy

Officers, advisors & managers at 31 March 2016

Wiltshire Council officers

Michael Hudson – Treasurer to Pension Fund
David Anthony – Head of Pensions

Investment managers

Baillie Gifford & Co
CBRE Global Multi Manager
Loomis Sayles
Legal & General
M&G Financing Fund
Partners Group
Barings Asset Management
Berenberg Bank
Investec Asset Management

AVC providers

Equitable Life Assurance Society
Clerical Medical Funds
NPI Funds
Prudential

Investment consultant

Mercers

Actuary

Hymans Robertson

Independent adviser

Jim Edney, Independent Pension Fund Adviser

Auditor

KPMG LLP

Custodian

BNY Mellon

Legal adviser

Osborne Clarke

Bankers of the Fund

HSBC

Policy documents

The Fund's Governance Policy Statement and its Communications Policy Statement are available upon request or can be viewed at www.wiltshirepensionfund.org.uk The Fund's Governance Compliance Statement can be viewed on page 7.

Management

The Wiltshire Pension Committee meets at regular quarterly intervals to review the affairs of the Fund, to review Fund performance and to plan the implementation of policy. In addition a separate Investment Sub Committee meets periodically to review specific issues relating to Fund investments. Finally, in response to the Public Service Pensions Act 2013 all LGPSs are required to set up a local pension board. The role of the pension board will be to ensure that the management of fund administration and investments complies with the relevant regulations and legislation and that the Fund is managed in the best interests of its stakeholders.

All investments held by Wiltshire Pension Fund are managed by external investment managers.

Fund assets are managed as follows:-

- Global overseas equity exposure is managed by Baillie Gifford
- Global bond exposure is managed by Loomis Sayles
- UK and European property funds are managed by CBRE Global Investment Partners
- The UK financing fund is managed by M&G
- Legal & General manage passive UK equities, passive UK gilts, passive global fundamentals and passive global equities.
- Loomis Sayles manage exposure to Multi Asset Credit and Absolute Return Bond Fund
- Barings manages the Dynamic Asset Absolute Return Fund
- Investec manages the Emerging Markets Multi Asset Fund
- Partners manages the Global Infrastructure mandate
- Berenberg manages the Dynamic Currency overlay

Custodial arrangements

Fund assets are held by BNY Mellon who handles all custodial arrangements of the Fund. The custodian is also able to carry out stock lending on behalf of the Fund. Fund assets are held under the name "*Wiltshire County Council Pension Fund*".

3. Governance

Governance policy statement

AREA	PRINCIPLE	LEVEL OF COMPLIANCE	REASON FOR NON-COMPLIANCE
A) Structure	a) The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing council.	FULL – The Council’s constitution (Part 3, para 2.5) says that the Committee will “exercise the functions of the Council as Administering Authority under the Local Government Superannuation Act and Regulations and deal with all matters relating thereto”. The Wiltshire Pension Fund Committee has the power to “...make decisions on matters of significant policy...” (Part 3B, para 4).	N/A
	b) That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.	FULL – There are two voting representatives from Swindon Borough Council, two voting representatives from Admitted Bodies and 2 UNISON Observers (representing active, deferred and pensioner members), all of whom are members of the main committee. There is an Investment Sub-Committee (ISC) to deal with the on-going monitoring of investment managers, appointment of new managers, review any emerging investment opportunities and to consider and determine opportunistic investments to the value of 5% of the Fund’s total assets. This consists of 4 voting members,	N/A

		namely the Chairman, Vice-Chairman, one Wiltshire Council elected member from the main committee and one co-opted member of the main committee. All members of the main committee may be an observer.	
	c) That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.	FULL – All minutes of meetings and decisions taken by the ISC are reported back to the next main committee meeting.	N/A
	d) That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.	FULL – At least 4 members of the ISC sit on the main committee.	N/A
B) Representation	a) That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include: <ul style="list-style-type: none"> i. employing authorities (including non-scheme employers, eg, admitted bodies); ii. scheme members (including deferred and pensioner scheme members); iii. independent professional observers; and 	<p>FULL – four representatives in total, two from Swindon Borough and two from Admitted Bodies. The non-elected members will hold their office for a maximum of 4 years before a re-election process needs to take place.</p> <p>FULL – two representatives from UNISON, who represent active, deferred and pensioner members</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>

	<p>iv. expert advisors (on an ad-hoc basis).</p> <p>b) That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the decision making process, with or without voting rights.</p>	<p>FULL – Our Independent Pension Adviser, who attends all meetings, fulfils this role and feeds back any observations to the Chief Finance Officer and/or Head of Pensions</p> <p>FULL – Mercers (the Fund’s Investment Consultant) and Hymans Robertson (the Fund’s Actuary) attends all meetings where expert advice is required</p> <p>FULL – All members of the Committee are given equal access to papers, meetings and training and are able to fully participate in debates.</p>	N/A
C) Selection and Role of Lay Members	a) That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.	FULL – Full Induction Training and Governance is given and each member is given a Members’ Handbook outlining their responsibilities amongst other information.	N/A
	b) That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.	FULL – this is a standard part of committee procedure.	
D) Voting	a) The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.	FULL – The Committee has afforded each of its members voting rights, except the UNISON Observers who represent members. Being a statutory pension scheme, the local committee has very little influence over benefits and the members are fully protected by statute. Therefore, there is very little that scheme	N/A

		members (or their representatives) can influence on the committee that has any direct impact upon them. Further, giving voting rights to the observers would mean increasing the size of the Committee, because the Administering Authority must legally be able to maintain a majority.	
E) Training/Facility Time/Expenses	a) That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.	FULL – There is a Members’ Training Plan which is updated regularly and fully implemented. All members (including observers) have full access to all training opportunities and are allowed to claim all reasonable expenses.	N/A
	b) That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.	FULL – see Members Training Plan	N/A
F) Meetings - Frequency	a) That an administering authority’s main committee or committees meet at least quarterly.	FULL – The Committee meets four times per year, plus ad-hoc for special issues (eg. valuation, tenders)	N/A
	b) That an administering authority’s secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.	FULL – The ISC meets two times per year, with a potential two further meetings scheduled should they be required.	N/A
	c) That administering authorities who do not include lay members in their formal governance arrangements, provide a forum outside of those arrangements by which the interests of key stakeholders can be	FULL –From 1 April 2015, Wiltshire Council in its role of Administering Authority will establish a Local Pension Board. This will consist of 6 voting members (3 employer and 3	N/A

	represented.	member representatives) along with a non-voting independent chair. The purpose of this Board is to review and ensure the Wiltshire Pension Fund secures compliance with the Scheme regulations and all other relevant legislations.	
G) Access	a) That subject to any rules in the council's constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.	FULL – All members of the Committee (including non voting and substitute members) receive all the papers for every meeting, including the confidential ones	N/A
H) Scope	a) That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements.	FULL – All matters in relation to the Fund, whether Benefits, Governance, Investments, Communications, Employers, Financial, etc, are covered by the governance arrangements.	N/A
I) Publicity	a) That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.	FULL – the Governance Compliance Statement is available on the Wiltshire Pension Fund Website and in the Wiltshire Pension Fund Annual Report. This statement is approved by the main committee which is held as a meeting open to public participation	N/A

Pensions Committee as at 31 March 2016

The Wiltshire Pension Fund Committee met 6 times in 2015-16. Below shows the attendance of the Members of this Committee:

Members	Number of meetings attended (max 6)
Councillor Tony Deane	6
Councillor Charles Howard	6
Councillor Sheila Parker	5
Councillor Roy While	5
Councillor Mark Packard	3
Councillor Steve Allsopp	5
Councillor Steve Weisinger	3
Mike Pankiewicz	4
Tony Gravier	2
Diane Hall	3
Linda Stuart	3

4. Fund overview

Legal framework

The Local Government Pension Scheme (LGPS) is governed by the Superannuation Act 1972. The current scheme rules are contained within the LGPS Regulations 2013, the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014 and the LGPS (Amendment) Regulations 2015. The Regulations are fixed on a national basis; however the Scheme is administered by 89 designated Administering Authorities throughout England and Wales.

Wiltshire Council is responsible for administering Wiltshire Pension Fund for the benefits of employees of Wiltshire Council and the employees of scheme employers and admissions bodies. A list of participating scheme employers is shown on page 21.

The LGPS is currently a contracted out scheme and this enables most scheme members to benefit from paying a lower rate of National Insurance Contribution, until April 2016.

The LGPS is granted “exempt approval” status by HM Revenue and Customs (HMRC) for the purposes of Income and Corporation Taxes Act 1988. The LGPS is also classified as a Registered Pension Scheme under Part 4 of Chapter 2 of the Finance Act 2004.

The Regulations specify the type and amounts of pension and other benefits payable in respect of Scheme members, and also specifies the member contribution rates payable. Members have the freedom to opt out of the Scheme and make alternative arrangement. Scheme members currently pay a contribution rate of 5.5% to 12.5%, based on their actual pensionable pay.

Employer contribution rates are set by the Fund’s Actuary every 3 years following a valuation of the Fund, this ensures the solvency of the Fund. New rates were set by the Actuary from 1 April 2014 following the 2013 Actuarial Valuation, a recommended common employers rate of 31% of pensionable pay was set with individual employer rates being adjusted depending upon circumstances specific to that employer.

Scheme benefits

The Local Government Pension Scheme (LGPS) provides the following benefits for its members:

- An inflation protected pension with the option to convert part of the pension to a lump sum payment (subject to HMRC limits). Since April 2014 benefits are accrued on a Career Average Revalued Earnings basis;
- Early payment of pension benefits due to ill-health;
- Early payment of pension if aged 55 or over if:
 - Made redundant;
 - Retired through business efficiency;
 - Taken flexible retirement;
- A lump sum death grant payable to the nominated beneficiary or the most appropriate recipient deemed by Wiltshire Pension Fund, plus an inflation protected dependant’s pension if death occurs before retirement;
- An inflation protected dependant’s pension for death after retirement and a guaranteed lump sum death grant if death occurs within 10 years of retirement (depending on eligibility).

For leavers not entitled to the immediate payment of benefits.

- An inflation protected deferred pension to be paid at normal retirement age or at any time before age 75; or
- An opportunity to transfer to another pension scheme provider; or
- A refund (depending on eligibility criteria but generally if scheme membership is less than 2 years).

The ability to increase personal benefits are available as follows:

- Purchase of extra pension by means of Additional Voluntary Contributions (AVC's) through the Fund's approved AVC provider;
- Purchase of additional pension through Additional Pension Contributions (APC's) arrangements.

Statistics

Financial Summary

	2011-12 £000	2012-13 £000	2013-14 £000	2014-15 £000	2015-16 £000
Contributions and Benefits					
Contributions receivable	87,770	77,083	79,128	85,529	89,449
Employers Additional Capital Contributions	0	0	0	0	0
Individual transfers	5,662	4,551	2,902	1,785	2,491
	93,432	81,634	82,030	87,314	91,940
Benefits payable	-65,687	-68,351	-76,669	-74,067	-76,841
Payments to and on account of leavers	-4,039	-4,156	-4,789	-31,249	-3,948
	-69,726	-72,507	-81,458	-105,316	-80,789
Management Expenses	-6,684	-4,911	-4,679	-8,610	-9,336
	17,022	4,216	-4,107	-26,612	1,815
Returns on Investments					
Investment Income	31,095	24,774	18,377	21,443	11,764
Change in market value of investments	9,884	120,124	136,981	212,608	-27,521
Net returns on investments	40,979	144,898	155,358	234,051	-15,757
Net increase in the fund during the year	58,001	149,114	151,251	207,439	-13,942

Membership Summary

	2011-12	2012-13	2013-14	2014-15	2015-16
Contributors	19,329	20,193	21,655	21,606	21,831
Pensioners and Dependants	12,227	12,879	13,729	14,200	14,905
Deferred Pensioners	19,701	21,178	22,262	23,789	26,517

Income (i.e. contributions from employers and employees together with dividends and interest earned by investments, but excluding profits on sales of investments) has consistency exceeded expenditure. During 2015/16 cashflow (excluding investment income) was broadly neutral; this continues to be monitored closely.

Administration Management Performance

Wiltshire Pension Fund (WPF) has been a member of the CIPFA Pensions Administration benchmarking club since 2010 principally to gain a better understanding of how WPF's service compares to those of its peers.

The club compares the Fund against the other LGPS authorities within the club. It is however important to remember this survey merely reviews costs and processes but does not test or have a measure for 'quality' of service.

The 2014 CIPFA Pension Administration benchmarking club report, issued in August 2014, compares the performance of WPF in 2014/15 with 44 local authorities who administer the Local Government Pension Scheme. The key benchmark for Pension Administration is the cost of administering the LGPS per member and the Fund's cost for 2014/15 was £19.84 (2013/14: £20.86) compared to the average of £19.17 (2013/14: £20.75).

The table below provides an analysis from the CIPFA benchmarking report of the Funds cost per member compared with the average cost for the authorities in the benchmarking club.

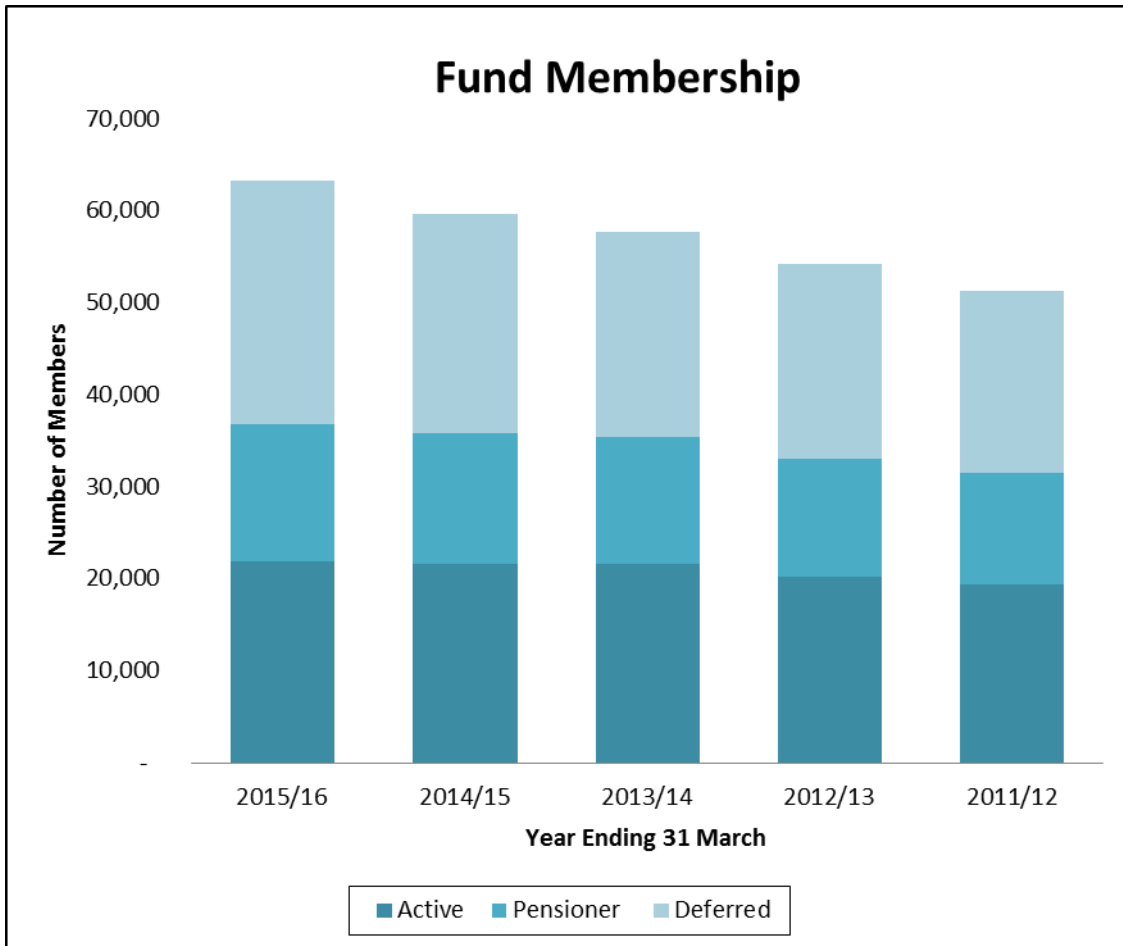
Cost per member 2014/15	Wiltshire Pension Fund	Average
	£	£
Staff	7.79	7.83
Payroll	2.46	1.85
Direct costs eg communications and actuarial fees	4.26	4.34
Overheads eg IT, accomodation, central charges	5.62	5.38
Income	- 0.30	- 0.23
Net cost per member	19.83	19.17

Scheme membership

The membership of the scheme at the beginning and end of the year and changes during the year are set out below:

	2015/16	2014/15
<u>Active Members</u>		
Active membership at start of year	21,606	21,655
New Entrants	3,630	3,951
Linked deferred members		
Unfrozen actives		
<i>Leavers and exits during the year:</i>		
Retirements	-412	-374
Death	-17	-13
Deferred members	-1,116	-1,955
Refunds / Transfer outs / opt outs	-198	-224
Frozen	-427	0
Other	-1,235	-1,434
Active membership at end of year	21,831	21,606
<u>Pensioners</u>		
In payment at start of year	14,200	13,729
<i>New pensioners in year resulting from:</i>		
Retirement of active members	412	374
Retirement of deferred members	396	416
Cessation of benefits	-379	-533
Other	276	214
In payment at end of year	14,905	14,200
<u>Deferred members</u>		
At start of year	23,789	22,262
New deferred pensioners	1,116	1,955
<i>Cessation of deferred pensions resulting from:</i>		
Retirements		
Linked to active records	-396	-416
Full commutations	0	0
Transfers-out	0	0
Deaths	-70	-230
Other	-28	-22
Other	2,106	240
At end of year	26,517	23,789

5 year analysis of fund membership



5 Year Analysis of Fund Membership Data

	2016	2015	2014	2013	2012
Active members	21,831	21,606	21,655	20,193	19,329
Deferred Beneficiaries					
Deferred Members	26,517	23,789	22,262	21,178	19,701
Frozen Refunds					
Pensions in Payment	14,905	14,200	13,729	12,879	12,227
Total Membership	63,253	59,595	57,646	54,250	51,257

Age profile of fund membership at 31 March 2016

Age Band Years	Pensioner Type % of members			
	Active	Deferred	Pensioner	Total
<20	205	24	129	358
20 - 24	974	447	19	1440
25 - 29	1440	1415	1	2856
30 - 34	1657	1972	2	3631
35 - 39	2235	2556	10	4801
40 - 44	3031	3754	23	6808
45 - 49	3877	5251	55	9183
50 - 54	3803	5514	131	9448
55 - 59	2806	4027	622	7455
60 - 64	1416	1388	2868	5672
65 - 69	324	124	4239	4687
70 - 74	60	37	2756	2853
75 - 79	3	8	1688	1699
80 - 84	0	0	1265	1265
85 - 89	0	0	784	784
>90	0	0	313	313

Employer and Employee contributions

Employer Name	TOTAL ERS	TOTAL EES	Employer Name	TOTAL ERS	TOTAL EES
Wiltshire County Council - Post 01.04.97	27,881,929.57	7,693,497.36	John Bentley Academy	212,486.31	53,969.43
Swindon Borough Council	15,094,075.75	4,294,683.88	Somerset Care Ltd	22,674.92	5,743.76
SBC - Agincare	31,184.28	8,555.57	Colebrook Infants Academy	30,597.23	7,080.55
New College	744,126.53	215,792.80	Dorcan Technology Academy	205,934.14	57,086.88
Swindon College	1,143,239.57	310,692.01	Enara	25,680.35	7,273.35
Wiltshire College	1,648,304.92	453,924.31	Leonard Cheshire	11,180.83	10,369.23
Town & Parish Councils	1,074,485.45	352,389.31	Woodford Valley Academy	41,607.01	10,000.13
Wiltshire Police	3,642,673.26	1,510,440.95	St Edmunds Salisbury Academy	196,542.14	46,996.73
Wiltshire Fire	907,934.35	274,234.49	Somerset Care Pt 2 (Selwood)	10,024.20	2,349.28
Swindon Academy	365,414.01	128,048.99	Great Western Hospitals	4,731.84	1,782.00
ABM Catering Ltd	706.38	138.75	John of Gaunt Academy	243,019.01	60,160.82
Action for the Blind	23,914.80	635.57	Bybrook Valley Academy	26,973.04	7,728.01
Aster Group	177,946.52	20,407.28	The Mead Primary Academy	228,347.07	64,029.55
Aster Property Management	100,941.13	21,962.75	Holy Trinity Calne Academy	38,997.93	9,012.11
Aster Living (Old)	49,388.70	3,412.16	Sevenfields Academy	77,232.73	24,220.27
Sarsen Housing	335,792.30	14,166.72	Innovate Services	1,591.88	435.56
Capita Business	48,330.00	13,138.28	Collaborative Schools	13,968.36	3,790.96
CIPFA	1,983,322.05	329,749.92	Oxford Health NHS Trust	8,614.32	2,266.92
Community First	69,637.03	12,355.55	White Horse Federation	634,222.36	175,084.93
DC Leisure	72,559.85	33,143.38	King William Academy	43,686.21	10,789.18
Devizes Museum	21,000.00	0.00	Gorse Hill Academy	78,115.79	17,881.74
English Landscapes	486.89	0.00	Wiltshire & Swindon Sports Parne	34,613.12	11,961.96
FOCSA	81,801.56	8,373.38	Elior UK plc	8,833.60	2,194.05
Order of St John	714,496.76	32,258.77	The Manor Academy	10,700.75	0.00
Salisbury Museum	47,787.44	10,144.17	Devizes Academy	219,345.34	57,774.55
Selwood Housing Society	629,222.38	134,068.16	Excalibur Academy	311,056.40	76,734.06
Swindon Dance	9,916.06	2,171.32	Holy Family Academy Swindon	65,394.99	16,318.57
Westlea	651,422.68	50,813.79	St Catherine's Academy Swindon	40,444.01	8,724.92
Direct Cleaning	14,589.48	579.96	Wansdyke Academy	42,230.48	9,361.79
Salisbury City Council	198,368.44	60,231.28	Education Fellowship	195,126.22	50,629.87
Wellington Academy	204,677.85	85,603.70	Longmeadow Academy	27,762.72	7,156.74
Swindon Commercial Services	109,069.50	34,479.96	Rowde Academy	45,233.62	9,799.66
Hardenhuish School Ltd	325,558.59	80,261.63	Malmesbury Primary Academy	106,177.81	25,421.12
Goddards Park Community Prim Schl Acadmy	147,282.77	65,256.17	Atkins Limited	75,672.65	22,703.45
Sarum Academy	125,602.56	38,812.61	GLL	125,628.31	44,693.22
Caterlink	1,524.46	352.29	Host	6,455.03	1,648.88
Lavington Academy	113,239.19	29,543.14	Crime Reduction Initiatives	6,630.64	1,865.73
South Wilts Grammar Academy	135,915.08	43,201.19	Lifeways	57,719.81	15,575.90
Bishop Wordsworth	144,580.68	38,909.20	Reach	40,669.67	10,309.03
Corsham Primary Academy	90,197.91	29,253.53	Hazelwood Academy	63,466.81	13,298.17
Corsham Secondary Academy	224,256.15	69,520.89	Dauntsey Primary Academy	23,365.70	6,551.67
Sheldon Academy	261,501.57	69,215.67	Morgan Vale & Woodfalls Academ	15,924.69	4,130.50
Wootton Bassett School	217,822.11	62,825.13	Christian Malford Academy	126,493.67	29,007.00
Pewsey Vale Academy	79,604.10	20,477.39	Millbrook Academy	105,829.87	29,087.65
Highworth Warneford	200,983.92	46,834.38	Peatmoor Primary Academy	51,982.34	12,454.64
Commonweal Academy	317,795.46	79,537.21	Westlea Academy	79,029.40	19,499.12
Holy Rood Infants Academy	60,404.63	14,703.22	Whitesheet Academy	222,310.99	49,079.35
Holy Rood Junior Academy	77,762.19	23,907.47	Shawridge Academy	70,730.75	18,471.70
Lethbridge Academy	95,947.52	26,401.68	Mears Care Ltd	74,896.45	18,802.70
Lydiard Academy	251,173.47	52,953.93	All Saints (Netheravon) Academy	21,785.19	5,817.69
Malmesbury Academy	91,164.58	14,626.91	Pewsey Primary Academy	38,333.06	10,324.46
Ridgeway Academy	186,780.49	46,392.79	Nuffield Health (Ridgeway)	1,470.35	276.99
St Joseph's Academy	325,340.59	86,547.44	Balfour Beatty (WC)	181,568.96	63,511.05
St Mary's Academy Swindon	65,488.54	15,409.34	Salisbury 6th Form College	11,107.55	7,525.22

Employer and Employee contributions (continued)...

Kingdown Academy	342,580.75	99,129.96	4 Children (Swindon)	18,968.89	7,144.04
St Laurence Academy	217,013.28	61,344.92	Queens Crescent Academy	54,828.18	12,664.93
Kingsdown Academy Swindon	308,633.92	75,379.82	Twigmarket	31,819.62	8,732.00
St Josephs Devizes Academy	37,763.37	8,616.60	Churchill Services	46,600.80	2,009.54
Holy Trinity CE Primary Academy	23,929.35	6,153.75	Direct Cleaning (Wansdyke)	929.88	185.28
St Augustines Academy	156,833.51	24,764.84	UTC Swindon	26,998.19	8,333.34
Churchfield Academy	167,097.72	38,916.09	Somerset Road Academy	451,207.64	106,121.91
St Edmunds Calne Academy	38,862.75	9,243.51	Developing Health & Independen	5,863.16	2,865.50
Eastrop Infants Academy	19,167.82	4,643.74	Wiltshire CCG	3,880.70	869.00
Southfield Junior Academy	40,064.02	9,374.69	Uplands Education Trust	42,616.98	11,688.48
Seqol - Care & Support Swindon	839,513.75	228,992.45	ATOM	414,519.22	114,519.46
Visit Wiltshire	15,131.74	4,692.24	Greenwich Leisure Limited (Part 2	226,249.71	87,374.96
St Leonards Primary Academy	21,493.13	5,166.51	Total Contributions	70,120,025.36	19,329,557.85
Springfields Academy	284,566.83	86,829.42			

Participating employers at 31 March 2016

Scheduled/ Resolution bodies

Wiltshire Council
 Swindon Borough Council
 Wiltshire & Swindon Fire Authority
 Wiltshire Police PCC & CC
 Alderbury Parish Council
 Amesbury Parish Council
 Blunsdon St Andrews Parish Council
 Bradford-on-Avon Town Council
 Calne Town Council
 Chippenham Town Council
 Corsham Town Council
 Cricklade Town Council
 Devizes Town Council
 Haydon Wick Parish Council
 Highworth Town Council
 Malmesbury Town Council
 Marlborough Town Council
 Melksham Town Council
 Melksham Without Parish Council
 Mere Parish Council
 Purton Parish Council
 Redlynch
 Royal Wootton Bassett Town Council
 Salisbury City Council
 Steeple Ashton Parish Council
 Stratton St Margaret Parish Council
 Trowbridge Town Council
 Wanborough Town Council
 Warminster Town Council
 Westbury Town Council
 Wilton Town Council
 Wroughton Parish Council
 All Saints (Netheravon) Academy
 ATOM
 Bishop Wordsworth Academy
 Bybrook Valley Academy
 Christian Malford Academy
 Churchfield Academy
 Colebrook Infants Academy
 Commonweal Academy
 Corsham Primary Academy
 Corsham Secondary Academy
 inc Corsham Regis
 Dauntseys Academy
 Devizes Academy
 Diocese of Bristol Academy Trust
 Diocese of Salisbury Academy Trust
 Dorcan Technology Academy
 Eastrop Infants Academy
 Education Fellowship
 Excalibur Academy
 Goddards Park Academy
 Gorse Hill Academy
 Hardenhuish School Ltd
 Hazelwood Academy
 Highworth Warneford Academy
 Holy Family Academy

Holy Rood Infants Academy
 Holy Rood Junior Academy (Holy Cross)
 Holy Trinity Calne Academy
 Holy Trinity Devizes Academy
 John Bentley Academy
 John of Gaunt Academy
 King William Academy
 Kingdown Academy
 Kingsdown Academy
 Lavington Academy
 Lethbridge Academy
 Lydiard Academy
 Malmesbury Academy
 Malmesbury Primary Academy
 The Mead Primary Academy
 inc Castle Mead Academy
 inc River Mead Academy
 Millbrook Academy
 Morgan Vale Academy
 New College
 Oasis Community Learning
 Peatmoor Primary Academy
 Pewsey Primary Academy
 Pewsey Vale Academy
 Queens Crescent Academy
 Ridgeway Academy
 Rowde Academy
 Royal Wootton Bassett School
 Salisbury 6th Form Academy
 Sarum Academy
 Sevenfields Academy
 Shaw Ridge Academy
 Sheldon Academy
 Somerset Road Academy
 South Wilts Grammar School
 South Wilts UTC
 Southfield Junior Academy
 Springfields Academy
 St Augustine's School
 St Catherine's Academy
 St Edmund's Calne Academy
 St Edmunds Girls Academy Salisbury
 St Joseph's Academy Devizes
 St Joseph's Academy Swindon
 St Laurence Academy
 St Leonard's Academy
 St Mary's Swindon Academy
 Swindon College
 United Learning Trust
 Uplands Education Trust
 UTC Swindon
 Wansdyke Academy
 Wellington Academy
 Westlea Academy
 White Horse Academies
 Whitesheet Academy
 Wiltshire College
 Woodford Valley Academy

Admitted bodies

4 Children
 ABM Catering Ltd
 Action for Blind People
 Agincare
 Aster Communities
 Aster Group
 Aster Living
 Aster Property Management
 Atkins Ltd
 Balfour Beatty
 Barnardos
 Capita Business Services Ltd
 Care & Support Swindon (SEQOL)
 Caterlink
 Churchill Services
 CIPFA
 Collaborative Schools
 Community First
 Crime Reduction Initiatives
 Developing Health & Independence
 Devizes Museum
 Direct Cleaning
 Direct Cleaning Wansdyke
 Elixir UK
 Enara
 FCC Environment
 GLL
 Greenwich Leisure Limited Pt 2
 Great Western Hospitals
 Greenwich Leisure Limited
 Host
 Innovate Services
 Leonard Cheshire
 Lifeways
 Mainline Contract Services
 Mears Care Ltd
 Nuffield Health
 Places For People Leisure
 The Order Of St John Care Trust
 Oxford Health NHS Trust
 Reach
 Salisbury and South Wilts Museum
 Sarsen Housing
 Selwood Housing
 Seren Group
 Somerset Care Ltd
 Southern Health NHS Foundation Trust
 Swindon Commercial Services (Public Power Soluti
 Swindon Dance
 Twigmarket
 Visit Wiltshire
 Westlea Housing Association
 Wiltshire and Swindon Sports Partnership
 Wiltshire CCG

Summary of employers in the fund

	Active
Scheduled body	115
Admitted body	54
Total	169

5. Risk

Risk Management

The Administering Authority has an active risk management programme in place. Controls are in place to cover the following risks.

Financial/Funding Risk

This is essentially the risk that the funding level drops and/or contribution rates have to rise due to one or more of the following factors:

- Investment Risk – This is the risk that the investments assets underperform the level assumed in the Triennial Actuarial Valuation. This can occur due to poor economic/market conditions, the wrong investment strategy or poor selection of investment managers.
- Liability Risk – This is the risk that there is a fall in the so-called “risk free” returns on Government bonds, which form the basis of assumptions about future investment returns. The assumed future investment return is used to “discount” future liabilities (ie. over the next 0-80 years) back to today’s values (net present value). Therefore, falling bond yields means higher liabilities.
- Inflation Risk – Notwithstanding other factors, Pension Fund liabilities increase in line with inflation, because the CPI is applied to pensions annually. Therefore, rising inflation causes the liabilities to increase.
- Insufficient Funds Risk - This is the risk that there is insufficient money in the Fund to pay out pensions as they become due. As mentioned earlier, this is not an immediate concern for a relative immature fund such as Wiltshire.

Demographic Risk

This is the risk of that the pensioners live longer and therefore the liabilities of the Fund increase.

Regulatory Risk

This risk could manifest itself in a number of ways. For example, it could be the risk that the liabilities will increase due to the introduction of an improved benefits package, or that investment returns will fall due to tighter regulation being placed on what can be invested in.

It could also arise through a failure to comply with LGPS or other regulations.

Governance Risk

This is the risk that governance arrangements of the Fund are sub-optimal. For example, this could arise through a lack of expertise on the Committee arising from insufficient training. Another possibility is that potential conflicts of interest between the Fund and the Council are not managed sufficiently well.

Employer Risk

This is the risk that an employer is unable to meet its financial obligations to the Fund, either during its membership of the Fund, or at its ceasing when the last contributing member leaves. Where a guarantor is in place they will pick up the

cost of any default, but where there is not one, the cost has to be spread across all employers in the Fund.

Management Risk

This risk can manifest itself in a number of ways:

- Failure to process pensions
- Failure to collect contributions
- Failure to have proper business continuity plans in place
- Fraud or misappropriation
- Failure to maintain up-to-date and accurate data and hold it securely
- Failure to maintain expertise or over-reliance on key staff
- Failure to communicate effectively with members and employers
- Failure to provide the service in accordance with sound equality principles

A Risk Register was formally adopted by the Wiltshire Pension Committee in May 2009 and a report of the key highlights is reported to the Committee at each quarterly meeting. The risks highlighted in this report are shown in the table on the following pages.

Other risks concerning the Fund are disclosed in the Funding Strategy Statement and note 11 of the Statement of Accounts relating to Financial Instruments.

Third party risks

Contribution payments are monitored closely for accuracy and timeliness. A reporting process is in place to escalate any late/inaccurate payments to ensure all payments are received.

In respect of Investment Managers, internal control reports (AAF 01/06 and SSAE16) are received and reviewed regularly for any non-compliance issues. These are also reviewed by our internal and external auditors.

Risk Register

Ref.	Risk	Impact	Controls
PEN001	Failure to process pension payments and lump sums on time	Retiring staff will be paid late, which may have implications for their own finances. It also has reputational risk for the Fund and a financial cost to the employers if interest has to be paid to the members.	Maintenance and update of ALTAIR and SAP systems, sufficient staff cover arrangements, sufficient staff training and QA checking of work. Adherence to Pension Administration Strategy and regular monitoring of performance. Documentation of processes and reconciliations.
PEN002	Failure to collect and account for contributions from employers and employees on time	Adverse audit opinion for failure to collect contributions by 19th of month, potential delays to employers' FRS17 year-end accounting reports and to the Fund's own year-end accounts.	Robust maintenance and update of ALTAIR and SAP systems, sufficient staff cover arrangements, sufficient staff training and QA checking of work. We constantly work with employers to ensure they understand their responsibilities to pay by 19th of the month. The Breaches framework now require the Fund to log material late payments.
PEN003	Insufficient funds to meet liabilities as they fall due	Immediate cash injections would be required from the scheme employers. This shouldn't be an issue for the Fund but it looks likely that investment income might need to be used within the next 12 months.	Funding Strategy Statement, Investment Strategy, Triennial Valuations, membership of Club Vita, modelling of future cash flows.
PEN004	Inability to keep service going due to loss of main office, computer system or staff	Temporary loss of ability to provide service	Business Continuity Plan reviewed in Dec 2015 and in place. The team have the ability to work from home or remotely if required. The pension system is also hosted by its supplier, which reduces the risk should Wiltshire Council's IT servers fail. The Fund also operates a paperless office.
PEN005	Loss of funds through fraud or misappropriation	Financial loss to the Fund	Internal and External Audit regularly test that appropriate controls are in place and working. Regulatory control reports from investment managers, custodian, etc, are also reviewed by audit. Due Diligence is carried out whenever a new manager is appointed. Reliance is also placed in Financial Services Authority registration.
PEN006 a	Significant rises in employer contributions for secure employers due to increases in liabilities	Employer contribution rates become unacceptable, causing upward pressure on Council Tax and employers' costs.	Longevity and bond yields are really beyond the control of the Fund although some Funds have considered buying longevity insurance through the use of SWAPS. However, the Fund and each employer must have a Discretions Policy in place to help control discretionary costs (e.g. early retirements, augmented service, etc). Quarterly monitoring in liabilities movements is undertaken
PEN006 b	Significant rises in employer contributions for non-secure employers due to increases in liabilities	Employer contribution rates become unacceptable, causing upward pressure on Council Tax and employers' costs.	Longevity and bond yields are really beyond the control of the Fund although some Funds have considered buying longevity insurance through the use of SWAPS. However, the Fund and each employer must have a Discretions Policy in place to help control discretionary costs (e.g. early retirements, augmented service, etc). Quarterly monitoring as described above. The 2016 Valuation will set employer rates for the 3 years from April 2017.

Ref.	Risk	Impact	Controls
PEN007 a	Significant rises in employer contributions for secure employers due to poor/negative investment returns	Poor/negative investment returns, leading to increased employer contribution rates	Use of expert consultants in the selection of investment strategy and selection of investment managers, regular monitoring of investment managers (1/4ly), regular reviews of investment strategy (annually). There is a monthly review of the % of the Fund held in each mandate and strategy. There is also a flight path strategy to take risk off the table as funding levels improve.
PEN007 b	Significant rises in employer contributions for non-secure employers due to poor/negative investment returns	Poor/negative investment returns, leading to increased employer contribution rates	Use of expert consultants in the selection of investment strategy and selection of investment managers, regular monitoring of investment managers (1/4ly), regular reviews of investment strategy (annually). There is a monthly review of the % of the Fund held in each mandate and strategy.
PEN008	Failure to comply with LGPS and other regulations	Wrong pension payments made or estimates given. Investment in disallowed investment vehicles or failure to comply with governance standards. Effect: Unhappy customers, tribunals, Ombudsman rulings, fines, adverse audit reports, etc	Sufficient staffing, training and regulatory updates. Competent software provider and external consultants. Technical & Compliance post reviews process and procedures and maintains training programme for the team.
PEN009	Failure to hold personal data securely	Poor data, lost or compromised	Compliance with Wiltshire Council's Data Protection & IT Policies. Annual Data Protection training given to the team. On-going cleansing of data undertaken by Systems Team.
PEN010	Failure to keep pension records up-to-date and accurate	Incorrect records held, leading to incorrect estimates being issued to members and incorrect pensions potentially being paid.	Systems Team constantly working to improve data quality, data validation checks carried out through external partners (e.g. the Fund's actuaries and tracing agencies), pro-active checks done through national fraud initiative.
PEN011	Lack of expertise of Pension Fund Officers and Service Director, Finance	Bad decisions may be made in relation to any of the areas on this register, but particularly in relation to investments.	Officers ensure that they are trained and up-to-date in the key areas through attendance at relevant courses and seminars, reading, discussions with consultants and peers, etc. The Technical & Compliance Manager has formulated annual Training Plans and Relevant officers are also reviewed against the CIPFA Knowledge & Skills Framework to ensure adequate expertise exists.

Ref.	Risk	Impact	Controls
PEN012	Over-reliance on key officers	If someone leaves or becomes ill, a big knowledge gap is left behind.	Key people in the team are seeking to transfer specialist knowledge to colleagues. In the event of a knowledge gap, however, we can call on our external consultants and independent advisors for help in the short-term.
PEN013	Failure to communicate properly with stakeholders	Scheme Members are not aware of the rights and privileges of being in the scheme and may make bad decisions as a result. Employers are not aware of the regulations, the procedures, etc, and so the data flow from them is poor.	The Fund has a Communications Manager and Employer Relationship Manager dedicated to these areas full-time, including keeping the website up-to-date, which is a key communications resource. The Fund also has a Communications Policy.
PEN014	Failure to provide the service in accordance with sound equality principles	Some customers may not be able to access the service properly or may be offended and raise complaints. At worst case, this could result in a court case, etc.	The Fund has done an Equality Risk Assessment and has an Equality Implementation Plan in place
PEN015	Failure to collect payments from ceasing employers	Failure to collect cessation payments means the cost of funding future liabilities will fall against the Wiltshire Pension Fund	The Pension Fund Committee approved a Cessation Policy in February 2010 to provide an agreed for recovery of payments. All new admitted bodies now require a guarantor to join the Fund. This policy is being reviewed as part of this agenda.
PEN016	Treasury Management	Exposure to counterparty risk with cash held with external deposit holders could impact on the Funding level of the Fund	The Pension Fund has an updated Treasury Management Strategy on this agenda which follows the same criteria adopted by Wiltshire Council but limits individual investments with a single counterparty to £6m.
PEN017	Lack of expertise on Pension Fund Committee	Bad decisions may be made in relation to any of the areas on this register, but particularly in relation to investments. There is also a requirement for Fund's to 'Comply or Explain' within their Annual Report on the skills knowledge of members of the Committee	Members are given Induction Training when they join the Committee, as well as subsequent opportunities to attend courses/seminars and specialist training at Committee ahead of key decisions. There is a Members' Training Plan and Governance Policy. Further training and can be called on from our consultants, independent advisors and investment managers too.
PEN018	Failure to implement the LGPS 2014 Reforms	Unable to meet the new legislative requirements of the scheme and to administer the Fund correctly.	A communication policy implemented to inform all members of the changes. Implementation Plan is on-going. Systems team in close contact with Software providers to ensure developments will be actioned. Review of processes has been undertaken by Technical & Compliance Manager to ensure changes are compliant.
PEN019	Establishment of Local Pension Board & Investment Sub-Committee	Reputational risk from a national perspective and failure to adhere legislation resulting in action by the Government or the Pension Regulator. Ineffective operation of the Investment sub-Committee leading to bad decision making.	Local Pension Board, approved by Wiltshire Council on 24 February. Recruitment has taken place and all places filled with first meeting scheduled for 16 July 2015, following induction session on 2 July 2015. These Boards will place additional demands on both Members and officers, in particular the need to undertake training and the pension officers time in the support and provision of information.
PEN020	Pooling of LGPS assets	If not involved in forming proposals the Government may impose pooling arrangements on the Fund over which it has no control. If implemented incorrectly this could be costly in terms of additional fees and poor investment returns.	The Fund is being proactive in exploring options with Project Brunel on the potential feasibility of setting up a pooling arrangement. Progress and updates regularly reported to Committee.
PEN021	Ability to Implement the Public Sector Exit Cap	Changes need to be communicated to individuals and employers and systems adapted once the revised regulations have been approved	Currently monitoring the progress of the current consultations and responding where Briefings being provided to team and stakeholders.

Ref.	Risk	Impact	Controls
PEN022	Reconciliation of GMP records	If GMP records for members is inaccurate there is the potential for incorrect liabilities being paid by the Fund.	Project has been set up and 2 Data Analysts employed to assist with resources.
PEN023	Resources of Officers and Members to meet the expansion of business items	It is increasingly more difficult for officers to thoroughly consider issues and to deliver concise agenda papers covering all the relevant issues, while members are faced with larger report packs trying to cover the pertinent details.	More use of web links within the Committee papers to reduce the size of the packs.

6. Training report

Approach

As an administering authority of the Local Government Pension Scheme, this council recognises the importance of ensuring that all staff and members of the Pension Fund Committee and Investment Sub Committee charged with the financial management and decision making with regard to the pension scheme are fully equipped with the knowledge and skills to discharge the duties and responsibilities allocated to them. The Fund provides and arranges training for staff and members of the pension committees to enable them to acquire and maintain an appropriate level of expertise, knowledge and skills.

The Wiltshire Pension Fund's training plan sets out how we intend the necessary pensions finance knowledge and skills are to be acquired, maintained and developed. The three year plan reflects the recommended knowledge and skills level requirements set out in the CIPFA Pensions Finance Knowledge and Skills Framework.

A separate plan for the training of the Local Pension Board is also in place and outlined in its annual report.

The Treasurer to the Pension Fund is responsible for ensuring that these training plans and strategies are implemented.

Background

The promotion of good governance in the public sector decision making bodies has been led by CIPFA and SOLACE over recent years. In light of this work and that of the Department for Communities and Local Government, specific guidance has led to the requirement for pension funds to produce governance statements and encouragement to follow best practices identified from various studies.

This initiative has been developed further with CIPFA producing guidance on the knowledge and skills elected representatives and fund officers need to have when involved in the work of the Pension Fund committee. This links to the Myners principles on best practice in managing investment funds.

In particular, Principle 1 'effective decision making' states:

Administering Authorities should ensure that:

- Decisions are taken by persons or organisations with the skills, knowledge, advice and resources necessary to make them effectively and monitor implementation; and
- Those persons or organisations have sufficient expertise to be able to evaluate and challenge the advice they receive, and manage conflicts of interest.

The CIPFA *Knowledge and Skills Framework* identifies the elements pension fund committee members should have in order to collectively fulfil the roles envisaged they have in effective decision making.

This Members Training Plan, in line with recommended practice is reviewed and updated on a rolling basis ensuring it's aligned to the Fund's medium term priorities.

Assessments & Training Undertaken

Members of the Committee

The previous Members Training Plan for the Wiltshire Pension Fund Committee ran from 2011 and covered the following topics:

Topic:	Delivered by:
General:	
<ul style="list-style-type: none">• Overview of the LGPS• Individual Members needs• Specific committee agenda items	<ul style="list-style-type: none">• Members' handbook• Briefing notes, one to one session & external conferences• Briefing notes & short seminars
General Pension Framework:	
<ul style="list-style-type: none">• LGPS discretions & policies• Implications of Hutton Review	<ul style="list-style-type: none">• Short seminar• Briefing note, internal training & conferences
Pension Legislation & Governance:	
<ul style="list-style-type: none">• Roles of the tPR, TPAS & PO• Review of Myners Principles	<ul style="list-style-type: none">• Internal training• Internal training
Pension Accounting & Auditing Standards:	
<ul style="list-style-type: none">• Accounts & Audit regulations & legislative requirements	<ul style="list-style-type: none">• Short seminar
Financial Services Procurement:	
<ul style="list-style-type: none">• Current public procurement policy & procedures• UK & EU procurement legislation	<ul style="list-style-type: none">• Internal training• Internal training
Investment Performance & Risk Management:	
<ul style="list-style-type: none">• Monitoring asset returns & liabilities• Performance management & Myners• Setting targets for committee	<ul style="list-style-type: none">• Internal training• Internal training• Internal training
Financial markets & product knowledge:	
<ul style="list-style-type: none">• Refresh the importance of setting investment strategy• Understanding the operations of a fixed income manager• Understanding Alternative asset classes	<ul style="list-style-type: none">• Short seminar• External training – site visit• Internal training
Actuarial methods, standards and practices:	
<ul style="list-style-type: none">• Triennial Valuation refresher	<ul style="list-style-type: none">• Short seminar

During June 2014, Members of the committee agreed to undertake a further 'self – assessment' exercise that rated their knowledge in the areas covered by the CIPFA Pension Finance Knowledge & Skills Framework to identify key areas for development. These results were then used to inform and update the latest Members Training Plan.

This current Members Training Plan runs from April 2015 to December 2017, with a focus on the 2016 triennial valuation and potential new Members of the Committee from local elections. It also incorporated the ideas, themes and preferences identified in the self-assessment exercise.

The plan is being delivered through a number of different methods. The expectation is that 'in-house' training days are held, complemented by 'short seminars' at Committee meetings on subjects pertinent to the forthcoming agenda. When applicable, external conferences are recommended to Members by officers if they are deemed to contain appropriate content. Briefing notes are also emailed to Members when applicable and occasionally webcasts and videos are made available if deemed specific enough. In addition the Fund provides an educational 'away-day' off-site training to review the Fund's investment strategy. Both members of the Pension Committees and Local Pension Board are encouraged to attend these sessions.

The Members Training Plan for 2015-17 was approved by the Committee on 12 March 2015 and is outlined at the end of this section.

Officers to the Pension Fund Committee

There is a framework in place for monitoring officers' performance and identifying training needs. Wiltshire Council's policy is that all officers receive an appraisal once a year with an interim review on a half yearly basis. They have their needs assessed and training plans are formulated accordingly.

The publication of the CIPFA Pension Finance Knowledge and Skills Framework for practitioners in 2010 also forms an additional reference source and framework for assessing and identifying key competencies in the relevant areas of the pension fund. This assists in recognising training needs to be incorporated into learning and development plans ensuring the requisite knowledge and skills are obtained.

As the officer responsible for ensuring that the Fund's training policies and strategy are implemented, the Director of Finance can confirm that the officers and Members charged with the financial decision making for the pension scheme collectively possess the requisite knowledge and skills necessary to discharge these duties and make decisions required during the reported period.

Michael Hudson

Treasurer of Pension Fund

20 July 2016

WILTSHIRE PENSION FUND COMMITTEE – MEMBERS’ TRAINING PLAN – April 2015-2017

TRAINING NEED	Member's Handbook	PROPOSED DELIVERY METHODS						COMPLETION TARGET DATE (Shaded shows completed)
		Members' Briefing Notes (Electronic)	Short Seminars (before Committee meeting)	Internal Training Events (Internal & External Speakers)	External Conferences & Training Seminars	E-Learning (e.g., Webcasts, Videos)	One-to-One Briefing with an officer	
GENERAL TRAINING								
General overview of LGPS	✓							Review June 2016
Members' individual needs on specific areas arising during the year		✓			✓	✓	✓	As required - notify Head of Pensions
New Members induction session				✓			✓	June 2017
Specific items on committee agendas		✓	✓					As required
SPECIFIC ISSUES IDENTIFIED FROM MEMBERS SELF ASSESSMENTS								
General Pension Framework								
<ul style="list-style-type: none"> Terms of Reference for Pension Committee, Investment Sub-Committee & Local Pension Board 	✓		✓					July 2015
<ul style="list-style-type: none"> LGPS discretions policies 			✓					July 2015
<ul style="list-style-type: none"> Update following Government's response to consultation on the review of the LGPS 		✓		✓	✓			September 2015
<ul style="list-style-type: none"> Review of the Fund's communication policy & tools 	✓			✓				May 2016
Pensions Legislation & Governance:								
<ul style="list-style-type: none"> Role of the Pension Regulator, National Scheme Advisory Board & Local Pension Board 	✓			✓				May 2015
<ul style="list-style-type: none"> Review of the importance on data quality and implications of the end of contracting out in 2016 	✓			✓				May 2015
<ul style="list-style-type: none"> Overview of all the relevant sources of legislation that impact on the Fund 	✓							May 2016
Pension Accounting & Auditing standards:								
<ul style="list-style-type: none"> Update on the new reporting requirements for the Fund's Annual Report 			✓					September 2015
Financial Services procurement:								
<ul style="list-style-type: none"> Current public procurement policy & procedures 	✓							May 2017
<ul style="list-style-type: none"> Brief overview of UK & EU procurement legislation 	✓							May 2017
<ul style="list-style-type: none"> Awareness of support services suppliers and contract monitoring 	✓			✓				May 2017
Investment Performance & Risk Management								
<ul style="list-style-type: none"> Monitoring asset returns relative to liabilities and monitoring funding level risk 	✓	✓		✓	✓			September 2015
<ul style="list-style-type: none"> Understanding the purpose of "flight paths" & asset liability matching 		✓		✓	✓			September 2015
<ul style="list-style-type: none"> Implications of setting different investment strategies for employers 				✓				April 2016
Financial markets & products knowledge:								
<ul style="list-style-type: none"> Review of asset allocation and investment strategy 		✓		✓				June 2015 / 2016 / 2017
<ul style="list-style-type: none"> Limits placed by regulation on investment activities in the LGPS 	✓			✓				September 2016
<ul style="list-style-type: none"> Environmental, Social and Governance considerations for investing 				✓				September 2017
<ul style="list-style-type: none"> Specific investment opportunities 		✓		✓	✓			As required
Actuarial methods, standards and practices:								
<ul style="list-style-type: none"> Review purpose of the Funding Strategy Statement 								April 2016
<ul style="list-style-type: none"> Triennial Valuation refresher 			✓	✓				April 2016
<ul style="list-style-type: none"> Considerations in relation to outsourcing and bulk transfers 	✓			✓				April 2017
CHAIRMAN / VICE CHAIRMAN TRAINING								
<ul style="list-style-type: none"> Strategic forward planning 							✓	on-going
<ul style="list-style-type: none"> Stakeholder feedback 							✓	on-going
<ul style="list-style-type: none"> Appreciation of changes to scheme rules 					✓			Invite to be circulated to relevant ones

7. Administration report

Recent developments

Investment Pooling

In 2015 the Government announced that they wanted the 89 Local Government Pension Scheme funds to pool their investments into larger pools in order to achieve savings in investment management costs.

In response to the Government agenda, Project Brunel was set up to explore the options for pooling investment assets across ten Funds. The founding Funds include The Environment Agency Pension Fund, and the Local Government Funds of Avon, Buckinghamshire, Cornwall, Devon, Dorset, Gloucestershire, Oxfordshire, Somerset and Wiltshire. The collective assets of the pool are approximately £23 billion.

The objective of pooling the assets is to achieve savings over the longer term from both lower investment management costs and more effective management of the investment assets. The pool will look to deliver the savings based upon the collective buying power the collaboration initiative will produce. Local accountability will be maintained as each individual fund will remain responsible for strategic decisions including asset allocation. The pooling of assets will only affect the implementation of the investment strategy in terms of manager appointments and monitoring of their performance.

The Wiltshire Pension Fund agreed a high level submission in February 2016 with the other Members of the pool outlining the Fund's proposed direction of travel and its commitment to developing the Brunel Partnership. The Fund has submitted a further detailed proposal in July 2016 and the full business case will be considered by Wiltshire Council towards the end of the year.

Further information and the latest updates about the project can be found on the Brunel Partnership website at:

www.brunelpensionpartnership.org

Employer Activity

This year saw 19 new admitted bodies and academies joining the Fund bringing the total number of employers to 169. It's anticipated the total number of employers will continue to increase over the next few years due to further outsourcing of services and schools converting to academy status.

The full list of employers can be seen on page 21.

The Wiltshire Pension Fund employs an Employer Relationship Manager whose role is to act as an advocate for employers, help foster relationships and assist employers with any pension specific queries.

There is also an Employers' Guide available, including details of the Fund's discretions policy which can be found on the Fund's website. The policy was reviewed and updated during 2015-16 by the Pension Fund Committee. The website can be used as a substantive source of employer information, along with the regular technical newsletters and Employer Forums meetings. The Fund is keen to work alongside Employer organisations to assist and provide training on their pension responsibilities and are more than happy to undertake site visits to guide teams through the process and forms when required. This is particularly useful where changes in key staff at an employer have recently occurred.

Further information specific to employers can be found on the website at the following address:

<http://www.wiltshirepensionfund.org.uk/employer-area.htm>

As an employer organisation are you considering the following:

- undergoing a change to your corporate structure,
- undertaking an outsourcing or in sourcing of services,
- transferring staff to another employer,
- or considering changing staff access to the Local Government Pension Scheme

If this is the case, then this may have implications for your pension liabilities within the Wiltshire Pension Fund. In this situation its important to contact the Fund as early as possible to discuss the potential options and pension implications.

The Fund's Employer Relationship Manager is Denise Robinson and her contact details are: Denise.Robinson@Wiltshire.gov.uk (01225 713505).

Implementation of the Local Government Pension Scheme 2014

The 1 April 2014 saw the new Local Government Pension Scheme 2014 come into force and the new scheme has now been fully implemented by the Fund. There are a number of amendments regulations which are currently being consulted on to tidy up anomalies from the revised regulations, and the Fund will update employers once these have been implemented.

As a reminder the main provisions of the new scheme are outlined in the table below:

LGPS 2014	
Basis of Pension	Career Average Re-valued Earnings (CARE)
Accrual Rate	1/49th
Revaluation Rate	Consumer Prices Index (CPI)
Normal Pension Age	Equal to the individual member's State Pension Age (minimum 65)
Contribution Flexibility	Members can opt to pay 50% contributions for 50% of the pension benefit
Death in Service Lump Sum	Lump Sum 3 x pensionable pay
Definition of Pensionable Pay	Actual pensionable pay - to include non contractual overtime and additional hours for part time staff
Vesting Period	2 years

LGPS 2014 is still a Defined Benefit Scheme

LGPS 2014 is still a Defined Benefit Scheme. The CARE scheme is similar to the previous Final Salary Scheme (LGPS 2008) in terms of its remaining a defined benefit scheme. This means that the scheme determines how much pension you will get by using a set formula rather than the performance of investments and cost of annuities used for defined contribution schemes.

The 50/50 Option

The LGPS 2014 contains an option for members to pay 50% of the contributions for a 50% pension whilst retaining the full value of other benefits of the scheme such as ill health, death in service and redundancy. This option is intended to retain members who suffer periods of financial difficulty.

Contributions based on actual pay for part time staff

All members will have contribution rates based on actual (not full time equivalent) pay which is not the case in the old scheme.

New Scheme Contributions

The contribution bandings are shown in the table below.

Pensionable Pay	Gross Contribution	Contribution after Tax Relief*
Up to £13,600	5.5%	4.40%
£13,601 - £21,200	5.8%	4.64%
£21,201 - £34,400	6.5%	5.20%
£34,401 - £43,500	6.8%	5.44%
£43,501 - £60,700	8.5%	5.10%
£60,701 - £86,000	9.9%	5.94%
£86,001 - £101,200	10.5%	6.30%
£101,201 - £151,800	11.4%	6.84%
More than £151,801	12.5%	6.88%

**please note that the contribution rates after tax relief stated are approximate and will depend on individual members' circumstances.*

Further information on the LGPS 2014 scheme can be found at www.lgps2014.org/

2016 Triennial Valuation

This year the actuary undertakes the Triennial Valuation. Based on the position as at 31 March 2016 the Fund's actuary, Hymans Robertson will measure all the assets and liabilities of the Wiltshire Pension Fund. Using this information for each employer organisation within the Fund, the actuary will set new employer contribution rates from April 2017 onwards. The results of the valuation exercise will be presented to both the Pension Committee and Employer organisations at a special meeting on 13 October 2016.

Pension Administration Strategy

During 2015, the Fund reviewed its pension administration strategy which outlines the roles, responsibilities and expectations in terms of provision of data and service delivery of both the administration teams of the Wiltshire Pension Fund and the employer organisations. The new policy was approved by the Pension Fund Committee in December 2015 following consultation with employers.

This policy can be found at the following link:

<http://www.wiltshirepensionfund.org.uk/pension-administration-strategy-2015.pdf>

Funding Strategy Statement

This statement was approved by the Committee in September 2013 and published in October 2013 following a 20 day consultation period with the Fund's employers. This document sets out how the Fund attempts to balance its conflicting aims of affordable contributions, stability of employers' contributions, while being prudent when setting its funding basis.

The Funding Strategy Statement is written in collaboration with the Fund's Actuary and Investment Adviser. The Funding Strategy Statement (FSS) sets out the objectives of the funding policy main aim of which is trying to achieve a funding level of 100%, both at the

whole Fund level and for the share attributable to individual employers, within a timescale that is prudent and affordable while ensuring there are sufficient liquid funds available to meet all benefits as they fall due for payment.

The FSS is reviewed in detail at least every third year (in which triennial valuations are carried out), with the next full valuation due to be finalised by March 2017 based on data at 31 March 2016. The FSS can be viewed on the Wiltshire Fund website at the following link:

<http://www.wiltshirepensionfund.org.uk/funding-strategy-2013.pdf>

Statement of Investment Principles

This policy is updated annually and outlines the investment strategy the Wiltshire Pension Fund Committee has put in place to achieve its investment goals of trying to achieve relatively stable “real” returns above the rate of inflation over the long term, in such a way to minimise the level of contributions required to be paid into the Fund by employer bodies. Further information is provided in the Investment report.

The current policy, approved by the Committee in June 2016 reflects the changes to asset allocations agreed by this Committee up until March 2016 and also outlines the Fund’s compliance with the Stewardship Code.

All Local Government Pension Scheme (LGPS) funds have to publish a Statement of Investment Principles, the latest of which can be viewed at the following link:

www.wiltshirepensionfund.org.uk/investment-principles.

Treasury Management Strategy

This strategy was reviewed and approved in March 2016. The purpose is to outline the process and policies for the cash held by the Fund. Each month the Fund receives contributions and transfer in payments and pays out benefits and transfer out sums. The surplus is transferred on a monthly basis to the Fund’s investment managers. A balance of between £3m to £4m is held by the Fund to manage short term cashflows.

The strategy aims to achieve the optimum return on the cash held commensurate with the high levels of security and liquidity required. These funds are invested separately from cash balances held by Wiltshire Council.

The current strategy outlines the maximum limits for a single counterparty which is currently £6m. This limits the risk to a single counter party but is large enough to ensure that if one is removed at short notice the limit wouldn’t be breached.

The strategy can be viewed on the Wiltshire Pension Fund website at the following link:

<http://www.wiltshirepensionfund.org.uk/fund-information/treasury-management-strategy-2>

Cessation Policy

When an employer has no more active members in the Wiltshire Pension Fund scheme, it’s deemed to have ceased. At this point a cessation valuation is undertaken by the Fund’s actuary to calculate all the assets and liabilities allocated to the ceasing employer. The actuary will then make an assessment of any funding shortfall to ensure there are sufficient assets available to pay the future pension benefits.

During the year the Fund reviewed its Cessation Policy which outlines the process and the flexibilities available to the Fund to work with employer organisations to pay off any cessation deficit payment. This revised policy was approved by the Pension Fund

Committee in March 2016 and came into force from 1 April 2016. The policy can be viewed at the following link:

<http://www.wiltshirepensionfund.org.uk/employer-area/ceasing-employers.htm>

Business Plan

Every three years the Fund reviews its Business Plan to outline its priorities and the areas of services which are going to be developed. The latest Business Plan was approved by the Pension Fund Committee in December 2015, and outlines the planned activities of the Fund up to 2018. This plan can be viewed at the following link:

<http://www.wiltshirepensionfund.org.uk/fund-information/wiltshire-pension-fund-business-plan-2011-14>

Communications

The Fund continues to develop its communications to keep employers and employees updated with the latest changes affecting the scheme, in particular the LGPS 2014, options to increase pension entitlements through the purchase of additional pensions and notifying members of changes to legislation, in particularly the tax implications from the new thresholds to Annual and Lifetime Allowances.

This includes the Fund's stable publications to members which are the Annual Benefits Statements for active and deferred members; Annual Allowances statements to those who breach the limits, letters and presentations to high earners informing them of changes to the pension tax relief regimes, annual active members and pensioners' newsletters, induction presentations, pre-retirement presentations and early retirement seminars, and presentations to employers and their members.

The Fund has now implemented a on-going programme of its successful Pension Clinics in locations around Wiltshire during 2015-2016 as this provides scheme members with the opportunity to book 1-1 appointments with a member of the Benefits Team to discuss issues regarding their individual pension benefits.

The Fund's website is constantly being updated and reviewed to ensure the latest information is available for scheme members. This includes updated guides to the LGPS 2014 scheme, updated benefit calculator, and information on how pension tax relief affects members along with relevant calculators. The News Update section of the website is constantly changing to reflect important announcements and any other relevant news affecting members.

The Fund's Communications Policy Statement was reviewed during the year which outlines the provision of information and publicity about the Scheme to its members, representatives of members and employing authorities. This new policy was approved by the Committee in June 2016 and the full document can be viewed on the Wiltshire Pension Fund website at:-

<http://www.wiltshirepensionfund.org.uk/fund-information/communication.htm>

AVC provider

Prudential is the Fund's current AVC provider. This facility allows members, if they wish, to top up their current LGPS pension provision by paying additional contributions into one of seven funds Prudential offer which best fit their risk profile. Members still making contributions to the closed schemes run by Clerical Medical, Equitable Life and NPI are able

to continue paying into these funds or can decide to transfer their accumulated benefits into one of the new Prudential funds.

Prudential have run a number of presentations during 2016 at the Wiltshire Council hubs and are available and always willing, on request from employers, to undertake further presentations to its employees to promote their services and provide further information on certain pension topics such as pension tax relief.

Management of the scheme

The members who served on the Wiltshire Pension Fund committee during the year are listed on page 14.

The Wiltshire Pension Fund Committee has nine voting members. This consists of five Wiltshire Council members, including the Chairman, two members from Swindon Borough Council as the second largest employer with two employer representatives.

During the year, there was one change to the Committee. Councillor Brian Ford stood down and was replaced by Councillor Steve Weisinger as one of the two elected members from Swindon Borough Council.

The two Unison representatives observe on behalf of the employees, deferred, and pensioner members' within the scheme to ensure their interests are considered at the Committee.

The Committee met six times last year for regular business, which included one special item meeting to discuss the proposal to be submitted to the Government on Investment Pooling and its involvement with the Brunel Pension Partnership.

All decisions are taken by a simple majority with the Chairman having the casting vote.

Investment Sub-Committee

The Investment Sub-Committee (ISC) met 4 times during the year. The role of the ISC is to implement and monitor investment manager performance while considering and making recommendations to the main committee on changes in the investment strategy of the Fund. This is in addition to the consideration of any potential investments that might utilise the Fund's opportunistic strategic asset allocation (5% of its total assets).

The ISC consists of four members of the main committee, being the Chairman, Vice-Chairman, along with another elected member from Wiltshire Council and an additional co-opted Member from the Wiltshire Pension Fund Committee.

All Members of the main committee are invited to attend the ISC as observers. The minutes and any decisions made are reported back to the next available main committee meeting.

Local Pension Board

Following Lord Hutton's review of public service pensions published in March 2011 legislation was introduced to "make public service pension schemes more transparent". The Public Sector Pension Act (2013) along with the Local Government Pension Scheme (Governance) Regulations 2015 required each LGPS administering authority to establish a new body known as a LPB to assist the Council in running the Wiltshire Pension.

A key aim of the reform is to raise the standard of management and administration of public service pension schemes and to achieve more effective representation of employer and employee interests in that process. Therefore, although it will have no decision making powers the LPB will be responsible for:

- securing compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme and;
- ensuring the effective and efficient governance and administration of the Scheme.

To fulfil its obligations under the legislation, Wiltshire Council approved the Terms of Reference for the LPB at its meeting on 24 February 2015 to ensure the LPB had been established by 1 April 2015.

The LPB consists of an independent chairman, 3 employer representatives, and 3 scheme member representatives and meets four times per year.

Further information related to the Local Pension Board including its Terms of Reference and Members Biographies can be found on the Wiltshire Pension Fund website on the following link

<http://www.wiltshirepensionfund.org.uk/local-pension-board.htm>

The Annual Report from the Local Pension Board summarises its role, activities, costs, and future work plans. This can be found on the following link:

To be inserted

Pension's section overview

The administration function of the Pensions team comprises of the following teams:-

The Benefits Team acts as the main point of contact for any membership enquiries. This team is responsible for setting up new members, monitoring and maintenance of pension member records, payment of benefits, transfer payments and AVCs. This team comprises of eleven members of staff.

The Systems Team is responsible for ensuring all the systems being used by the team are up to date, working correctly, and developed to ensure the most efficient and effective use of technology in delivering the administration services. This team is also responsible for monitoring and cleansing members data to ensure it is fit for purpose and meets the requirements imposed on the Fund by the regulators. This team comprises of six members of staff.

Fund Communications are handled by the Fund Communications manager who deals with all aspects of scheme members communications and is responsible for the development and implementation of the Fund's Communications Policy. This includes areas such as scheme members newsletters, issuing of Annual Benefit Statements, delivery of presentations, road shows and pension clinics, the Fund's website and the marketing of the Fund.

Technical and Compliance Manager provides the technical support to the Fund in respect of interpretation of the Scheme Regulations and associated legislations. The Technical and Compliance Manager is also responsible for ensuring the process and procedures are compliant with all the relevant regulations, and that all members of the team are trained in the relevant areas.

Employer Relationships are handled by the Employer Relationship Manager. This role acts as a conduit between the employers and the Fund to address any issues or problems that may arise. This role is also responsible for all the communications between the Fund and employers, including the issuing of newsletters and training sessions. This person is also responsible for and providing advice on new admission, transfers, employers ceasing membership and any other pension related issues facing employers.

The Fund Development Team is responsible for the development, co-ordination and management of projects to ensure the service is as effective as possible, in line with the latest legislation and utilising the latest technology in its process and procedures. This team comprises of two members of the Fund.

The Accounting and Investment Team is responsible for the accounting of all aspects of the Fund's activities and the monitoring of its investment activities. This includes the setting of the 3 year budget plans, reporting of the outturn position, production of the year end accounts and Annual Report, monitoring of investment managers performance, review and retendering of contracts, and the provision of FRS17/ IAS19/ FRS102 information to employer organisations within the Fund. The team comprises of three members of staff.

Assurance Framework

The Fund is subject to an annual internal audit review which is now undertaken by South West Audit Partnership (SWAP). An annual audit plan is agreed with the Wiltshire Pension Fund looking to provide assurances over key controls and the systems being used. The outcomes of these audits are reported to the main committee and any action plans arising are reviewed on a periodical basis.

KPMG provides the external audit of the Fund as part of its main audit of the Wiltshire Council accounts. The outcome of this audit is reported to Wiltshire Council's audit committee and to the Wiltshire Pension Fund committee in September. Any recommended actions are periodically reviewed by the pension committee.

Internal Dispute Resolution Procedure

The Wiltshire Pension Fund operates a two stage Internal Dispute Resolution Procedures (IDRP) if a scheme member or prospective member remains dissatisfied with a decision made.

Under Stage 1 of the process, the Wiltshire Pension Fund will appoint a "nominated person" to investigate a complaint concerning a pension. This person will review the dispute and make a determination as to whether the correct decision reached has been made in line with the scheme regulations. For Stage 1, Wiltshire Pension's nominated person is Muse Consultancy.

Once the determination has been made, should the member or prospective member remain dissatisfied with this outcome then they can make an application under the Stage 2 process asking the Associate Director, Finance at Wiltshire Council to reconsider the determination made by the nominated person.

Following the Stage 2 process, the member or prospective member if still dissatisfied may then take their dispute to the Pension Advisory Service and then onto the Pension Ombudsman.

During 2015-16, the Fund received three applications under the Stage 1 process. Following the determination by Muse Consultancy one of these cases moved to Stage 2. The Stage 2 case is currently pending awaiting the outcome of a further review.

End of Contracting Out of SERPS

A reminder to all employers that April 2016 saw the introduction of the single state pension and hence the end of contracting-out from the second state pension (SERPS).

This meant that the National Insurance (NI) rebate currently applied to employers and employees whose members are in the LGPS scheme no longer exists. This meant from April 2016 the NI contributions for those members within the thresholds increased by 3.4% for employers and 1.4% for employees. On average this would have equated to a 2.3% increase in employer contributions and 0.9% for employees but the actual figures depend on employers specific payroll.

Further information can be found in the link below:

<https://www.gov.uk/government/publications/new-state-pension-information-for-employers-and-trustees-with-open-contracted-out-defined-benefit-pension-schemes>

Automatic Enrolment

The implementation of Automatic Enrolment which commenced in October 2012 continues with further staging dates now being reached for most employers. Employers need to be aware of their increasing responsibility from the implementation of auto-enrolment. Under auto-enrolment the employer must enrol all eligible employees into a compliant scheme at least once every three years and maintain records of having done this. The implementation was phased in over five years, depending on the size of employer.

Although the implementation is not the Wiltshire Pension Fund's responsibility, we can, where possible offer guidance and support for employers in relation to their implementation and direct them to relevant sources of information.

More information has been provided to employers within our technical updates but please do contact the Pension Fund if you have any further queries.

Pension increase

Pensions in payment received no increase effective from 6 April 2016. This is based on the Consumer Price Index (CPI) as at September the previous year and this was a negative value in September 2015.

Other matters

The Fund continues to support its employers by co-ordinating the provision of FRS17/ IAS 19/ and FRS102 accounting reports from the actuary, so that they can meet their obligations to show their pension liabilities relative to their pension assets in their annual accounts.

8. Investment report

Funding policy

The basic objective of LGPS pension fund investment is to minimise the level of contributions paid into the Fund by employer bodies to ensure its solvency. Therefore, investment strategy is necessarily intrinsically linked with funding policy.

All LGPS funds are required to publish a document called a “Funding Strategy Statement” (FSS). The Wiltshire FSS was updated in connection with the 2013 triennial valuation and can be supplied upon request or viewed at:-

www.wiltshirepensionfund.org.uk/funding-strategy-2013.pdf

The former Office of the Deputy Prime Minister (ODPM) defined the purpose of the FSS as being:

- a) *“To establish a clear and transparent fund-specific strategy which will identify how employers’ pension liabilities are best met going forward;*
- b) *to support the regulatory framework to maintain as nearly constant employer contribution rates as possible; and*
- c) *to take a prudent longer-term view of funding those liabilities.”*

However, as CIPFA has noted in its guidance on the FSS, *“there will be conflicting objectives which need to be balanced and reconciled”*. For example, for most employers objective a) implies low contribution rates, because they would see pension liabilities being “best met” by gaining as much help as possible from the investment strategy over the long term, which would lead you towards an equity-biased investment strategy. By contrast, objectives b) and c) imply stability and prudence of employer contribution rates, which would lead you towards a bond biased investment strategy.

Therefore, the best that can be achieved is a sensible balance between low and stable employer contributions over the long term, accepting that triennial valuations are likely to lead to greater volatility if higher equity investment strategies are in place.

Investment goal

The Wiltshire Pension Fund’s investment objective is to achieve a relatively stable “real” return above the rate of inflation over the long term, in such a way as to minimise and stabilise the level of contributions required to be paid into the Fund by employer bodies in respect of both past and future service liabilities.

Investment strategy

The Wiltshire Pension Fund Committee has put in place a strategy to achieve this goal through use of the following elements:

- a) a relatively large allocation to equity investment to achieve higher returns;
- b) allocations to more diversified and less correlated asset classes such as bonds, property, infrastructure and absolute return products to achieve stabilisation; and
- c) the achievement of some “alpha” (manager) returns independently of “beta” (market) returns, through high alpha equity strategies.

All Local Government Pension Scheme (LGPS) funds have to produce, consult on and publish a Statement of Investment Principles (SIP) – the latest Wiltshire Fund's SIP can be supplied upon request or viewed at :-

www.wiltshirepensionfund.org.uk/investment-principles

Investment powers

These are set out in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009, which provide wide investment powers, subject to certain restrictions. The current limits are as follows

- (a) No more than 10% deposited with a single bank (other than the National Savings Bank).
- (b) No more than 15% invested in unlisted securities.
- (c) No more than 10% in a single holding (except unit trusts).
- (d) No more than 35% in unit trusts or other collective investment schemes managed by any one body.
- (e) No more than 35% in a single insurance contract.

Regulations further state that administering authorities must obtain and consider proper advice on their investments, and formulate their investment policy with a view to:

- (a) the advisability of investing fund money in a wide variety of investments;
- (b) the suitability of particular investments and types of investments; and
- (c) the extent to which the administering authority complies with the revised six Myners principles for pension fund investment, scheme governance, disclosure and consultation. These principles have been adopted by CLG (the central government department with responsibility for oversight of the LGPS) and replaces the ten Myners principles published in 2001.

Strategic asset allocation

The Committee regularly reviews the Fund's investment management arrangements. In broad terms, at 31 March 2016 the Fund's strategic allocation was to be invested 60% in Equities, 15.5% in Bonds, 13% in Property and 11.5% in Alternatives. More details are given in the section below summarising the Fund's investment management arrangements.

Risk control

The Committee believes that risk control is primarily achieved by the Fund's strategic asset allocation, and this has been taken into account in setting its overall investment strategy.

Environmental social governance policy

The Fund seeks to use its position as a shareholder to actively encourage good corporate governance practice in those companies in which it invests. It does this by contracting to Pensions & Investment Research Consultants Limited (PIRC) who provides a global proxy service for the Fund using PIRC Shareholder Voting Guidelines that are approved by the Fund. The Fund receives proxy research and voting recommendations for each company AGM and EGM holding the Fund has that can be voted.

It is also a member of the Local Authorities Pension Fund Forum (LAPFF), to enable it to act collectively with other local authorities on corporate governance issues. The Forum currently has 70 member funds with assets of more than £175 billion.

The Fund expects its investment managers, to take account of social, environmental and ethical considerations in the selection, retention and realisation of investments as an integral part of the normal investment research and analysis process. This is insofar as these matters are regarded as impacting on the current and future valuations of individual investments. The Fund believes taking account of such considerations forms part of the investment managers' normal fiduciary duty.

As such, the Fund has a commitment to ensuring that companies in which it invests adopt a responsible attitude toward the environment, and adopt high ethical standards. Generally, such companies are expected to behave in a socially responsible manner by taking account of the interests of all stakeholders.

The Fund seeks to achieve this objective by raising issues with companies in which it invests, to raise standards in a way that is consistent with long term shareholder value. Again, the Fund primarily uses its membership of LAPFF to affect this policy.

The introduction of the Stewardship Code in July 2010 by the Financial Reporting Council strongly encouraged best practice in respect of investor engagement. The expectation is that institutional investors should publish a statement in respect of their adherence to the code. Compliance with the Code is currently on a voluntary basis. The Wiltshire Pension Fund published its statement of compliance with the code during 2011 and it is reviewed annually. All of our global equity managers comply fully with the code.

Investment management arrangements

In the summer of 2011 a review of the current investment arrangements was commenced in light of investment managers' performance. Key themes surrounding asset allocation were considered including return generation, inflation protection, nimbleness and illiquidity/Cashflow management. The strategic asset allocation of the Fund changed a little as a result however a number of new manager searches followed from the review. The Committee resolved:

- an aspiration to move the Fund's equities split to 30% UK/70% overseas as opportunities arise from changes in the equities mandates;
- to remove the 12.5% limit for new investment mandates and to set a limit of 20% for a single active manager and 30% for a passive manager;
- to implement a dynamic currency hedging programme;
- to make a strategic allocation of 10% to an Absolute Return Fund Mandate;
- to make a strategic allocation of 5% to an Infrastructure manager;
- to make a strategic allocation of 5% to a global equities passive 'fundamental' index product;
- to hold a passive global equities allocation of 10% on a temporary basis;

These changes were implemented during 2012/13.

At the February/June 2013 Committee meetings further changes were made to the strategic allocation moving forward. Steps have now been taken to put these in place.

At the February/June 2013 meeting the Committee resolved:

- o to terminate the Edinburgh Partners mandate (7.5% of the Funds assets and place these assets in the Fundamental Indexation mandate (with L&G);
- o to agree a strategic allocation of 10% to an Emerging market Equity/Debt product for the funds placed temporarily with Legal & General (Passive Global Equities) and for officers to commence the appropriate procurement process to enable a suitable manager to be appointed by the Committee;
- o to terminate the Jubilee Advisers (formally Fauchier Partners) mandate (5% of the Fund's assets) and place these assets temporarily with Legal & General (Passive Global Equities) mandate; and
- o to agree up to a 5% initial allocation for the purpose of Opportunistic Investing.

The assets from the Edinburgh Partners mandate were transitioned across to the Legal & General Fundamental Indexation mandate. The Committee approved on 24 January 2014 the appointment of Investec to manage 10% of the Fund's assets in the Emerging Market Multi-Asset Strategy. The initial investment took place in Quarter 2 2014. The Jubilee Advisers investment was retained until Investec were fully funded which was completed July 2015. The reason was to use the Jubilee Advisors mandate to fund the Investec mandate to avoid duplication on transition charges.

At the Committee meeting on 17th July 2014 officers presented concerns as to whether the bond mandate in its current form would provide sufficient ongoing returns because of historical low bond yields and their sensitivities to interest rates which could rise in the next 12 to 24 months. To address this, Mercer recommended expanding the bond mandate from traditional corporate credit to Multi Asset Credit (MAC) and Absolute Return Bonds (ARB). A procurement exercise followed and a shortlist of managers presented to the Committee on 3 December 2014. Loomis Sayles was appointed at that meeting to manage two mandates; MAC and ARB with a strategic allocation of 5.25% each. Assets were transitioned from Western Asset Management during March 2015.

Due to market conditions the strategic allocation between the two Loomis Sayles mandates was changed in March 2016 to 6.3% ARB and 4.2% MAC.

This means the Fund's asset allocation is as follows:

Asset Allocation	Moving Forward
Equities:	
Long-Only	
UK*	12.5%
Overseas (Global)**	27.5%
Absolute Return (Lower Volatility)	10.0%
Emerging Market Multi Asset	<u>10.0%</u>
	60.0%

Bonds	15.5%
Property	13.0%
Alternatives:	
Infrastructure	5.0%
M&G Financing Fund	1.5%
Opportunistic Investment	<u>5.0%</u>
	11.5%
	100.0%

* (sits at approximately 14.6% if including the UK element of the global mandates)

** (includes active and fundamental indexation)

The allocation of mandates to managers is as follows:

MANAGER/MANDATE ALLOCATION	Moving Forward
Baillie Gifford	
Global Equities	15.0%
Legal & General	
Passive UK Equities	12.5%
Passive Global Equities*	0.0%
Passive Fundamental Equities	12.5%
Passive Index-Linked Bonds (UK)	5.0%
Barings	
Absolute Return Fund	10.0%
Loomis Sayles	
Multi Asset Credit	4.2%
Absolute Return Bonds	6.3%
Investec	
Emerging Market Multi Asset Mandate	10.0%
CBRE Global Multi Manager	
Property Fund of Funds (UK & Europe)	13.0%
Partners Group	
Infrastructure	5.0%
M&G Investment Management	
UK Companies Financing Fund	1.5%

Opportunistic Investment*	5.0%
TOTAL	100.0%

Opportunistic allocation held with L&G global equities until invested

Investment as at 31 March 2016

During the year, the managers transacted purchases of £539.9 million (£940.3m 31 March 2015) and sales of £523.4 million (£946.9m 31 March 2015). The value of assets under management at 31 March 2016 was £1,826.4 million (£1,837.4m 31 March 2015), broken down by managers as follows:

Legal & General	£696.2 million *
Baillie Gifford	£299.6 million
CBRE Global Multi Manager	£254.4 million
Loomis Sayles	£202.2 million
Barings Asset Management	£190.4 million
Investec	£ 153.0 million
Partners Group	£ 17.9 million
M&G Financing Fund	£ 9.8 million
Berenberg Bank	<u>£ 2.9 million</u>
	<u>£1,826.4 million</u>

* This temporarily exceeds the Fund's own limit of 30% for a single passive manager due to the opportunistic allocation being held here.

The Council participates in a securities lending programme administered by BNY Mellon. Securities in the beneficial ownership of the Council to a value of £5.7 million (0.31% of the total) were on loan at 31 March 2016. Collateral for these securities is held in a pooled form, the Wiltshire Pension Fund's share (0.014%) representing a value of £6.2 million (108.62%). Income earned from this programme amounted to £0.030 million in the year.

Investment markets

Over the 12 month period to 31 March 2016, risk seeking asset classes generally posted poor or negative returns in both sterling and local currency terms. Financial markets suffered from bouts of intra-period volatility, with sharp sell-offs in risk assets classes seen in August 2015 and January 2016 due to concerns over slowing global economic growth and monetary policy tightening in the United States. In December 2015, the Federal Reserve Bank's (the "Fed") first rate hike in nearly a decade was followed by increased market volatility in early 2016, but investor risk appetite recovered in March 2016 when Fed officials indicated that the pace of rate hikes will likely be slower than previously anticipated. Commodity prices fell sharply over the year, with oil prices leading declining by circa.27% despite a partial rebound in prices towards the end of the period.

Defensive asset classes generally posted positive returns in both sterling and local currency terms over the 12 month period to 31 March 2016. Over the year, subdued inflation expectation and slowing growth projections led the world's major central banks to maintain and expand on their highly accommodative policy stances. In late January 2016, the Bank of Japan surprised investors by moving to a negative interest rate policy while in March 2016 the European Central Bank ("ECB") increased its monthly asset purchase amounts from €60 billion to €80 billion, and included non-bank investment grade corporate bonds in its programme. The ECB also cut the deposit rate by 0.1% to -0.4% and announced a new series of targeted longer-term refinancing operations in an effort to further encourage bank lending within the economy. In the United Kingdom, the Bank of England's February inflation report saw markets push back expectations of a base rate rise until 2018.

Despite an increase in financial market volatility at the start of 2016, most macroeconomic indicators still point to positive economic growth, particularly in the developed markets. In the United Kingdom, economic forecasters expect economic growth in the United Kingdom to be around 2.1% in 2016 (source: Consensus Economics, 7 March 2016). Inflation in the United Kingdom, as measured by the change in Consumer Price Index, was 0.5% over the year to March 2016.

Over the 12 month period to 31 March 2016, accommodative monetary policy and investor concerns over a looming referendum on the potential withdrawal of the United Kingdom from the European Union led to a significant depreciation of sterling against its major counterparts.

Fee structures

The Committee generally expects to have an ad-valorem fee scale applied in respect of the investment management services it receives. This is generally accepted practice and is easily understood. A performance related fee basis is sometimes set, if it is believed to be in the overall financial interests of the Fund. For investment advisory services, the fee for specified services is set as agreed by the South West Framework Contract or at agreed hourly rates.

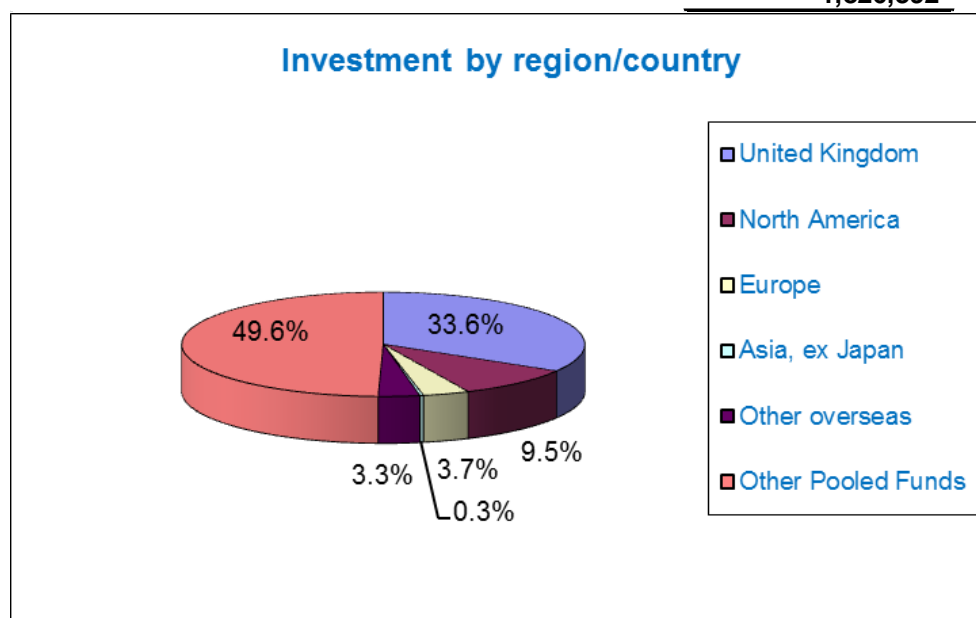
Other matters

A Commission Recapture programme was introduced in 2003-04, whereby an element of the commission that is paid to brokers on stock market transactions is recovered.

Distribution of investments

Analysis of investments as at 31 March 2016

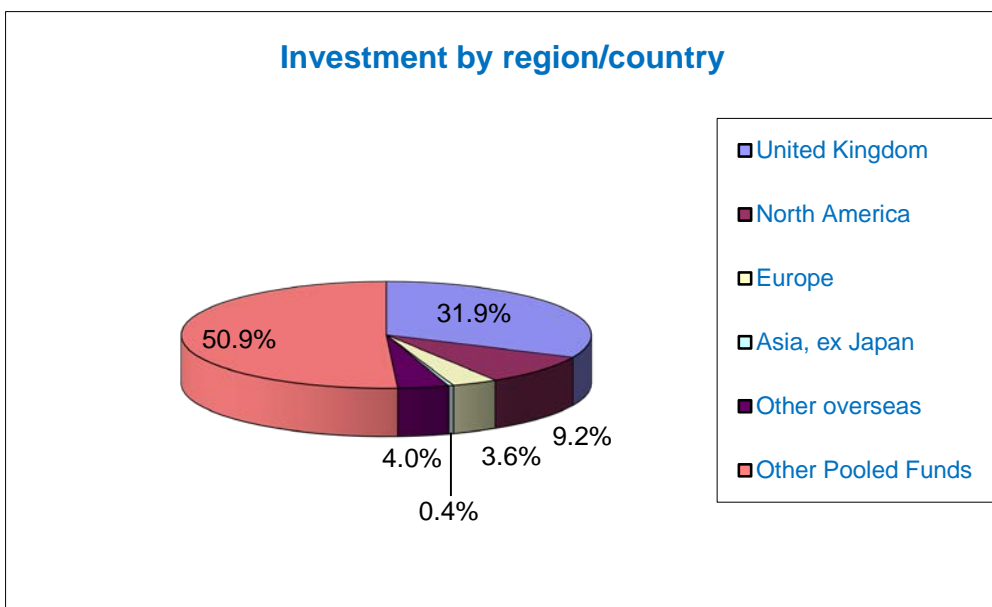
Geographical analysis	£000	% of Fund total
United Kingdom	614,025	33.6
North America	172,806	9.5
Europe	67,766	3.7
Asia, ex Japan	6,167	0.3
Other overseas	60,648	3.3
Other Pooled Funds	904,980	49.6
	1,826,392	100.00



Analysis of investments as at 31 March 2015

Geographical analysis	£000	% of Fund total
United Kingdom	586,012	31.9
North America	169,711	9.2
Europe	65,776	3.6
Asia, ex Japan	7,642	0.4
Other overseas	73,045	4.0
Other Pooled Funds	935,211	50.9
	1,837,397	100.00

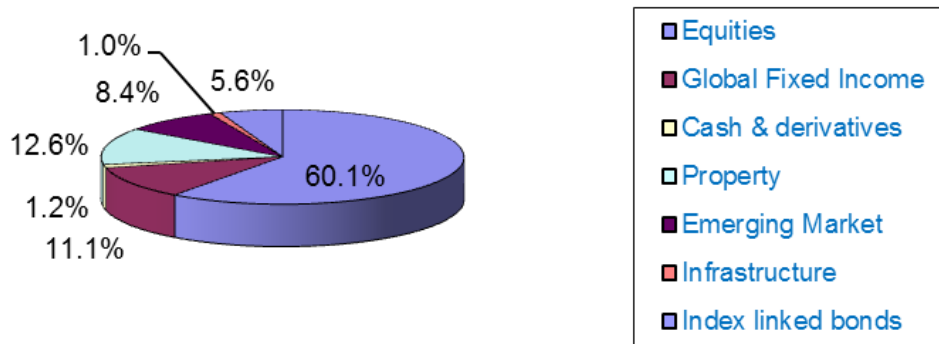
120
120



Analysis of investments by sector as at 31 March 2016

Sector analysis	£000	% of Fund total
Equities	1,098,050	60.1
Global Fixed Income	202,162	11.1
Cash & derivatives	22,402	1.2
Property	230,505	12.6
Emerging Market	152,986	8.4
Infrastructure	17,888	1.0
Index linked bonds	102,399	5.6
	1,826,392	100.00

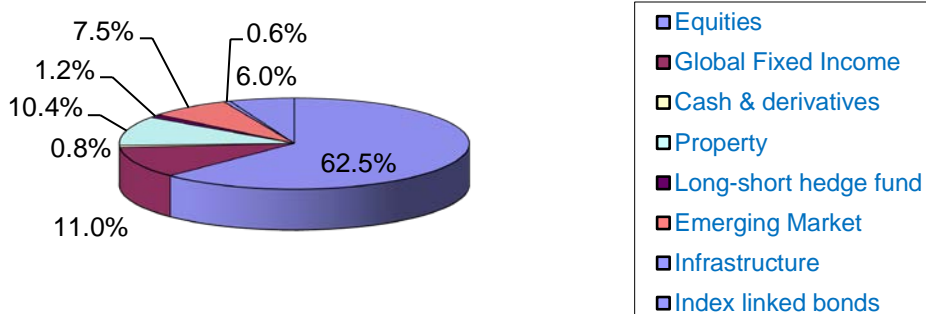
Investment by sector



Analysis of investments by sector as at 31 March 2015

Sector analysis	£000	% of Fund total
Equities	1,148,295	62.5
Global Fixed Income	201,386	11.0
Cash & derivatives	14,283	0.8
Property	191,695	10.4
Long-short hedge fund	22,839	1.2
Emerging Market	137,892	7.5
Infrastructure	10,535	0.6
Index linked bonds	110,472	6.0
	1,837,397	100.00

Investment by sector



Twenty largest holdings at 31 March 2016

	£000	% of Fund total
1 Legal & General Equity Index Fund	233,029	12.76
2 Barings Alpha Funds - Dynamic Asset Allocation Fund	190,362	10.42
3 Investec - Emerging Markets	152,986	8.38
4 Loomis Sayles Alpha Bond Fund	119,954	6.57
5 Legal & General World Equity Index	107,282	5.87
6 Loomis Sayles World Credit Fund	82,208	4.50
7 Amazon.Com Inc Com	24,845	1.36
8 Illumina Inc	23,333	1.28
9 Facebook Inc	22,684	1.24
10 Schroders GBP	22,479	1.23
11 Industrial Property Investment Fund	20,998	1.15
12 Baidu Inc	20,071	1.10
13 Tencent Holdings Ltd	19,499	1.07
14 Tesla Motors Inc	19,199	1.05
15 Partners Group Global Infrastructure	17,888	0.98
16 West End of London Property	15,403	0.84
17 Curlew Student Trust	15,221	0.83
18 Industria De Didenno Textil	14,921	0.82
19 Ardstone UK Regional Office	14,043	0.77
20 UBS Global Asset Management Triton Property	13,094	0.72
	1,149,499	62.94

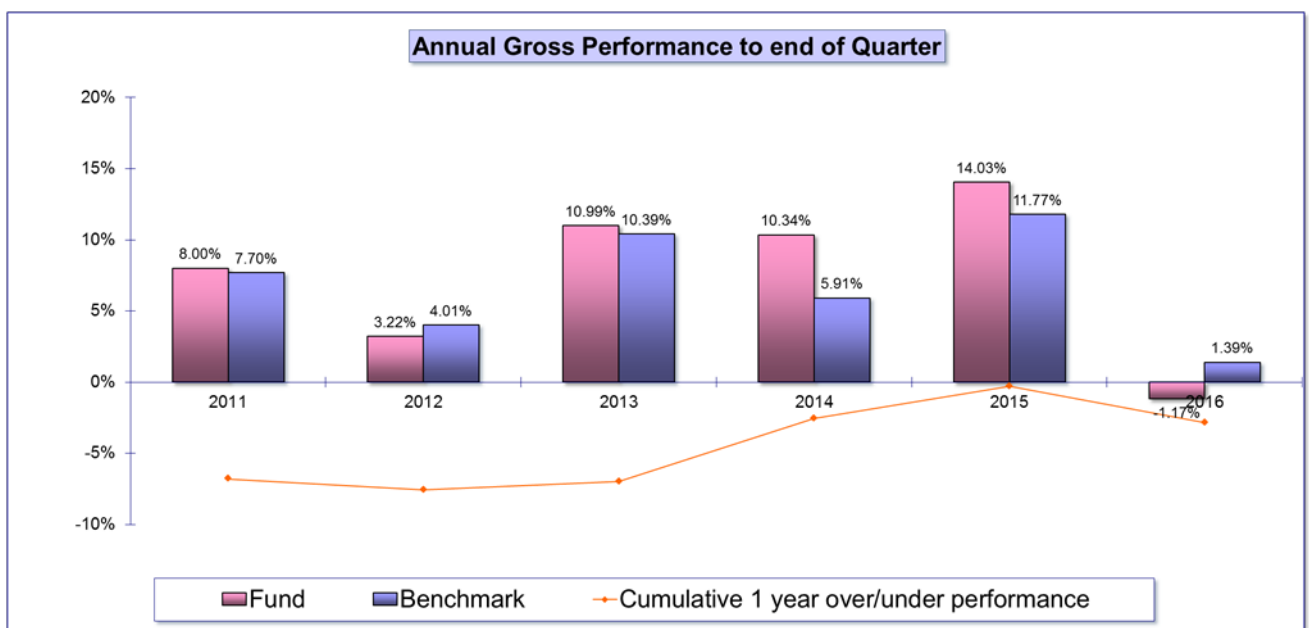
Twenty largest holdings at 31 March 2015

	£000	% of Fund total
1 Legal & General Equity Index Fund	242,102	13.18
2 Barings Alpha Funds - Dynamic Asset Allocation Fund	197,431	10.75
3 Investec - Emerging Markets	137,892	7.50
4 Legal & General World Equity Index	106,920	5.82
5 Loomis Sayles World Credit Fund	100,816	5.49
6 Loomis Sayles Alpha Bond Fund	100,570	5.47
7 Amazon.Com Inc Com	29,144	1.59
8 Tencent Holdings Ltd	28,529	1.55
9 Illumina Inc	24,757	1.35
10 Baidu Inc	23,618	1.29
11 Facebook Inc	19,038	1.04
12 Schroders GBP	17,672	0.96
13 Industrial Property Investment Fund	16,419	0.89
14 Inditex	15,466	0.84
15 Google Inc	15,421	0.84
16 Blackrock UK Property Fund	15,079	0.82
17 Intuitive Surgical Inc	12,948	0.70
18 West End of London Property	12,822	0.70
19 Henderson UK Shopping Centre	12,645	0.69
20 Ardstone UK Regional Office	12,274	0.67
	1,141,563	62.13

Investment Performance

The following table shows the performance of the Fund (gross of fees) relative to its strategic benchmark and the WM Local Authority Average.

WM Performance Ranking Against Peer Group			
31st March 2016			
	1 Year	3 Year	5 Years
Ranking (percentile)	76	16	37
Average % of returns	-1.2%	7.6%	7.4%
Benchmark	0.2%	6.4%	7.1%



9. Financial Performance

Movement in Assets and Liabilities

The Funding level (i.e. the ratio of assets to liabilities) at 31 March 2013 (last valuation) was 71%. Hymans Robertson currently estimated the funding level at 31 March 2016 to be 73% based on current market conditions. This is on a 'roll-forward' basis and does not account for changes in member data.

Gilt yields have fallen further since 31 March 2013 offsetting asset returns increasing the deficit by £87m, from £610m to £697m.

Analytical Review

The following tables show a brief review of key movements in the Fund Account and Net Asset Statement for the financial year.

Major movements in Fund Account and the Net Assets Statement for the financial year

Fund Account	2015/16	2014/15	Notes
	£000	£000	
Net Contributions	11,151 -	18,002	Large Bulk transfer out in 2014/15
Return on Investments	- 15,757	234,051	Strong year for growth assets in 2014/15
Net increase in the Fund	- 4,606	216,049	

Net Asset Statement	2015/16	2014/15	Notes
	£000	£000	
Fixed Interest	-	-	
Indexed-linked	-	-	
Equities	320,848	342,126	Market volatility in 2016
Pooled Funds	1,252,637	1,289,293	Market volatility in 2016
Property	230,505	191,695	Positive Returns
Derivatives	1,246 -	1,531	Value of currency contracts in place by dynamic currency manager
Cash	20,977	15,383	
Other	179	431	
Total Net Investments	1,826,392	1,837,397	

Analysis of Pension Contributions

The table below shows the value of contributions received on time and late.

	Total	On time		Late	
	£000	£000	%	£000	%
Employee	19,329	19,257	99.6%	73	0.4%
Employer	70,120	68,343	97.5%	1,778	2.5%
Total	89,449	87,600	97.9%	1,851	2.1%

In total 60 monthly contribution payments were received late of which 47 were received within the month, 9 received between 1 and 3 months late and 4 received more than 3 months late.

No interest was charged on any of the late payments.

Forecasts

The following table shows the forecast and outturn for the Fund Account and Net Asset Statement for the 3 years to 31 March 2016.

Fund Account	2014/15		2015/16		2016/17
	Forecast £000	Actual £000	Forecast £000	Actual £000	Forecast £000
Contributions	78,000	87,313	88,187	91,940	92,859
Payments	- 83,657	- 105,316	- 86,947	- 80,789	- 80,789
Management expenses	- 7,096	- 8,610	- 7,193	- 9,336	- 10,201
Net investment income	20,000	21,443	20,000	11,764	12,000
Change in market value	124,916	212,608	224,186	- 27,521	99,903
Net increase in the Fund	132,163	207,438	238,233	- 13,942	113,772

Contributions and payments are based on current expectations, the administration and investment management expenses are based on current budgets; and the net investment income and change in market value are based on the long term forecast returns for each asset class.

Net Asset Statement	2014/15		2015/16		2016/17
	Forecast £000	Actual £000	Forecast £000	Actual £000	Forecast £000
Equities	1,160,321	1,148,295	1,232,121	1,098,050	1,163,933
Fixed income	268,581	311,858	326,827	304,561	312,784
Cash	26,172	15,383	15,460	20,977	21,082
Property	180,337	191,695	202,238	230,505	240,878
Alternatives	102,911	172,437	187,956	170,874	185,057
Other	16,193	12,935	14,099	13,694	14,831
Total Investment Assets	1,754,515	1,852,603	1,978,701	1,838,661	1,938,564

The forecasts for total investment assets are based on the actual figures for 2015/16 multiplied by the forecast long term returns for each asset used at the last strategic asset allocation review in 2016. Net contributions less expenses are added to the cash figure to reflect new money into the Fund. No future changes in asset allocation have been taken into account as these are not known with any degree of certainty.

The long term asset return forecasts for each asset class are as follows:

Long-term forecast asset returns

Asset Class	Long term forecast return (%)
Equities	6.0%
Fixed Income	2.7%
Cash	0.5%
Property	4.5%
Alternatives	8.3%
Total	5.6%

Operational Expenses

	2014/15		2015/16		2016/17
	Budget £000	Actual £000	Budget £000	Actual £000	Budget £000
Fund Investment					
Investment Management Fees	6,739	6,096	7,378	7,478	7,955
Investment Administration Recharge	106	106	108	105	112
Investment Custodial & Related Services	75	13	56	22	30
Investment Professional Fees	136	122	153	107	108
Corporate Governance Services	38	38	39	39	40
Performance Measurement	47	40	46	40	40
Investment Administration Costs	402	319	402	313	330
Scheme Administration					
Pension Scheme Administration Recharge	1,436	1,250	1,459	1,276	1,556
Actuarial Services	106	64	111	194	185
Audit	58	54	58	10	58
Legal Fees	20	28	20	19	20
Committee and Governance Recharge	49	40	82	62	97
Scheme Administration Costs	1,669	1,436	1,730	1,561	1,916
Grand Total (Exc Invest Man Fees)	2,071	1,755	2,132	1,874	2,246
Grand Total (Inc Invest Man Fees)	8,810	7,851	9,510	9,352	10,201

Cashflow

Officers continue to monitor the cashflow position of the Fund to ensure sufficient resources are available to pay benefits as they fall due. The position for 2015/16 is shown below:

Year ending 31 March 2016	
£m	
Receipts	88.4
Payments	(84.6)
Surplus/ (Deficit)	3.8
Funds sent to Investment Managers	5.0

This shows that excluding investment income, cashflow is broadly neutral for the year. This will be closely monitored as employer rates will increase again from 1 April 2016.

Analysis of Pension Overpayments

The table below shows an analysis of the pension benefits overpaid and recovered. These mainly relate to overpayment of pensioners between the date of their death and notification.

	2015/16	2014/15	2013/14
	£	£	£
Overpayments recovered	19,424	27,512	14,343
Overpayments not recovered	9,706	9,439	6,677
Total	29,130	36,951	21,020
Annual Payroll	63,698,358	62,118,085	59,387,565
Write offs as a % of Payroll	0.02%	0.02%	0.01%
Number of cases - not recovered	151	106	106
Number of cases - recovered	35	24	24
Number of cases - In process of recovery	6	-	-

10. Actuarial position

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

Description of Funding Policy

The funding policy is set out in the administering authority's Funding Strategy Statement (FSS). In summary, the key funding principles are as follows:

- to ensure the long-term solvency of the Fund, using a prudent long term view. This will ensure that sufficient funds are available to meet all members'/dependants' benefits as they fall due for payment;
- to ensure that employer contribution rates are reasonably stable where appropriate;
- to minimise the long-term cash contributions which employers need to pay to the Fund, by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return (NB this will also minimise the costs to be borne by Council Tax payers);
- to reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

The FSS sets out how the administering authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable

For employers whose covenant was considered by the administering authority to be sufficiently strong, contributions have been stabilised. Asset-liability modelling has been carried out which demonstrate that if these contribution rates are paid and future contribution changes are constrained as set out in the FSS, there is a better than 2 in 3 chance that the Fund will return to full funding over 20 years.

Funding Position as at the last formal valuation

The most recent actuarial valuation carried out under Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008 was as at 31 March 2013. This valuation revealed that the Fund's assets, which at 31 March 2013 were valued at £1,484 million, were sufficient to meet 71% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting deficit at the 2013 valuation was £610 million.

Individual employers' contributions for the period 1 April 2014 to 31 March 2017 were set in accordance with the Fund's funding policy as set out in its FSS.

Principal Actuarial Assumptions and Methods used to value the liabilities

Full details of the methods and assumptions used are described in the actuary's report dated 31 March 2014.

Method

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date, and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2013 valuation were as follows:

Financial Assumptions	Rate at 31 March 2013	
	Nominal	Real
Discount rate	4.6%	2.1%
Pay increase	4.3%	1.8%
Price Inflation/Pension increases	2.5%	0.0%

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Funds VitaCurves with improvements in line with the CMI_2010 model, assuming the current rate of improvements has reached a peak and will converge to a long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are as follows:

	Males	Females
Current Pensioners	22.3 years	24.5 years
Future Pensioners*	24.1 years	26.9 years

*Currently aged 45

Copies of the 2013 valuation report and Funding Strategy Statement are available on request from Wiltshire Council, the administering authority to the Fund.

Experience over the year since April 2013

Experience has been worse than expected since the last formal valuation (excluding the effect of any membership movements). Real bond yields have fallen placing a higher value on liabilities. The effect of this has been partially offset by the effect of strong asset returns. Funding levels are therefore likely to have worsened slightly and deficits increased over the period.

The next actuarial valuation will be carried out as at 31 March 2016. The Funding Strategy statement will also be reviewed at that time.

Prepared by:-

Catherine McFadyen

21 July 2016

For and on behalf of Hymans Robertson LLP

11. Statement of Responsibilities for the Financial Statements

Responsibility for the Financial Statements, which form part of this Annual Report, is set out below.

Administration Authority

The Administering Authority is required to:

- Make arrangements for the proper administration of the financial affairs of the Pension Fund and to secure that an officer has the responsibility for those affairs. In this Authority, that officer is the Head of Finance.
- Prepare, approve and publish a statement in accordance with the Accounts and Audit Regulations 2011.

Associate Director of Finance

The Associate Director of Finance is responsible for the preparation of the Fund's financial statements, which in terms of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom. Based on International Reporting Standards (the Code), are required to present a true and fair view of the financial position of the Fund for the year ended 31 March 2016. This report includes the financial statements for the Pension Fund only.

In preparing these financial statements, the Associate Director of Finance has:

- Selected and applied consistently suitable accounting policies;
- Made judgements and estimate that were reasonable and prudent;
- Complied with the Code of Practice;
- Ensured proper accounting records are maintained;
- Ensured systems of internal control are in place.

Certificate

I hereby certify that the following Annual Report and Accounts give a true and fair view of the financial position of the Wiltshire Pension Fund for the financial year ending 31 March 2016.

Michael Hudson
Associate Director of Finance
Wiltshire Pension Fund
29th July 2016

12. Audit opinion

Independent auditor's report to the members of Wiltshire Council on the pension fund financial statements published with the Pension Fund Report & Accounts

We have examined the pension fund financial statements for the year ended 31 March 2016 on pages 60 to 86.

Respective responsibilities of the Associate Director of Finance and the auditor

As explained more fully in the Statement of Responsibilities for the Financial Statements the Associate Director of Finance is responsible for the preparation of the pension fund financial statements in accordance with applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2015/16.

Our responsibility is to report to you our opinion on the consistency of the pension fund financial statements included in the Pension Fund Report & Accounts with the pension fund financial statements included in the annual published statement of accounts of Wiltshire Council, and their compliance with applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2015/16.

In addition, we read the information given in the Pension Fund Report & Accounts to identify material inconsistencies with the pension fund financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Our report on the administering authority's annual published statement of accounts describes the basis of our opinion on those financial statements.

Opinion

In our opinion, the pension fund financial statements are consistent with the pension fund financial statements included in the annual published statement of accounts of Wiltshire Council for the year ended 31 March 2016 and comply with applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2015/16.

We have not considered the effects of any events between the date we signed our report on the full annual published statement of accounts on 27 July 2016 and the date of this report.

Matters on which we are required to report by exception

The Code of Audit Practice requires us to report to you if:

- the information given in the Pension Fund Report & Accounts for the financial year for which the financial statements are prepared is not consistent with the financial statements; or
- any matters relating to the pension fund have been reported in the public interest under section 24 of the Local Audit and Accountability Act 2014 in the course of, or at the conclusion of, the audit.

We have nothing to report in respect of these matters.



Darren Gilbert

For and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

66 Queen Square

Bristol

BS1 4BE

23 September 2016

13. Statement of accounts

Fund Account

For the year ended 31 March 2016

	Notes	2015-16 £000	2014-15 Restated £000
Contributions and benefits			
Contributions receivable	5	89,449	85,529
Individual transfers		2,491	1,785
		91,940	87,314
Benefits payable	6	-76,841	-74,067
Payments to and on account of leavers	7	-3,948	-31,249
		-80,789	-105,316
Management Expenses	8 & 12	-9,336	-8,610
		1,815	-26,612
Returns on investments			
Investment income	9	11,764	21,443
Change in market value of investments	11	-27,521	212,608
		-15,757	234,051
		-13,942	207,439
Add opening net assets of the fund		1,852,603	1,645,164
		1,838,661	1,852,603

Net Asset Statement

At 31 March 2016

	Notes	31-Mar-16 £000	31-Mar-15 £000
Investment assets			
	11		
Fixed interest securities		0	0
Index linked securities		0	0
Equities		320,848	342,126
Pooled investment vehicles		1,252,637	1,289,293
Property		230,505	191,695
Derivative assets		4,170	1,171
Cash held on deposit		20,977	15,383
Other investment balances		179	431
		1,829,316	1,840,099
Investment liabilities			
	11		
Derivatives liabilities		-2,924	-2,702
Total net investments		1,826,392	1,837,397
Current assets	13	16,183	18,912
Current liabilities	14	-3,914	-3,706
		1,838,661	1,852,603
Net assets of the scheme at 31 March		1,838,661	1,852,603

The accounts summarise the transactions of the Fund and deal with the net assets at the disposal of Wiltshire Council. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the Fund, which does take account of such obligations, is dealt with in the actuarial statements and these accounts should be read in conjunction with these.

Notes

Related notes form an integral part of these financial statements

1. Basis of preparation

The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2015/2016 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

IAS26 requires the actuarial present value of promised benefits to be disclosed. A separate report has been prepared by Hymans Robertson and is enclosed below after note 20. The Chancellor's budget statement on 22 June 2010 declared that future pension increases should be linked to the Consumer Prices Index (CPI) rather than the Retail Prices Index (RPI). The report after note 20 has been prepared on the CPI basis.

The accounts have been prepared on an accruals basis except where otherwise stated, i.e. income and expenditure is accounted for as it is earned or incurred, rather than as it is received and paid.

2. Accounting policies

The principal accounting policies of the Fund are as follows:

Contributions

Contributions are received from employer bodies in respect of their own and their pensionable employees' contributions. Employers' contributions (for both Normal and Deficit Funding) are prescribed in the Actuary's Rates and Adjustment Certificate following the review of the Fund's assets and liabilities during the triennial valuation. The Employees' contributions are included at the rates prescribed by the Local Government Pension Scheme Regulations.

Employer augmentation contributions are accounted for in accordance with the agreement under which they are being paid.

Benefits and refund of contributions

The benefits payable and refunds of contributions have been brought into account on the basis of all valid claims approved during the year.

Transfers to and from other schemes

No account is taken of liabilities to pay pensions and other benefits after the year end. Transfer values, which are those sums paid to, or received from, other pension schemes relating to previous periods of employment, have been brought into account on a cash basis.

Investment income

Dividends, interest and coupon receipts have been accounted for on an accruals basis. Income on pooled investments is accumulated and reflected in the valuation of units.

Valuation of investments

Investments are shown in the accounts at market value, determined on the following basis:

- (i) **Quoted securities**
Quoted Securities have been valued at 31 March 2016 by the Fund's custodian using the bid price where a quotation was available on a recognised stock exchange or unlisted securities market.
- (ii) **Unquoted securities**
Unquoted securities have been valued according to the latest trades, professional valuation, asset values or other appropriate financial information.
- (iii) **Pooled investment vehicles**
Pooled investments are stated at bid price for funds with bid/offer spreads, or single price/net asset value where there are no bid/offer spreads, as provided by the investment manager.
- (iv) **Fixed interest stocks**
Segregated fixed interest stocks are valued on a clean basis. Accrued income is accounted for within investment income.
- (v) **Derivative contracts**
Derivatives are stated at market value. Exchange traded derivatives are stated at market values determined using quoted prices. For exchange traded derivative contracts which are assets, market value is based on quoted bid prices. For exchange traded derivative contracts which are liabilities, market value is based on quoted offer prices.
 - Over the Counter (OTC) derivatives are stated at market value using pricing models and relevant market data as at the year end date.
 - Forward foreign exchange contracts are valued by determining the gain or loss that would arise from closing out the contract at the reporting date by entering into an equal and opposite contract at that date.
 - All gains and losses arising on derivative contracts are reported within 'Change in Market Value'.

Reported changes in the market value of investments over the year of account include realised gains or losses arising upon the disposal of investments during the year.

Foreign currency translation

All investments held in foreign currencies are shown at market value translated into sterling using the WM 4PM rate on 31 March 2016.

Foreign currency transactions are accounted for on the basis of the equivalent sterling value of the underlying transactions, by applying the relevant exchange rate ruling at the time. Where overseas securities are acquired with currency either previously purchased directly or accruing from the sale of securities, the sterling book cost of the new security will be based on the exchange rate ruling at the time of the purchase of that security. Any profit or loss arising on currency transactions either realised or unrealised, will be reflected in the Net Asset Statement.

Investment management expenses

Investment management expenses are based on the quarter end market value of the investments held. The fees paid are determined by the agreed fee scales for each individual manager.

Acquisition costs of investments

Transaction costs are charged as part of investment management expenses. These include costs charged directly to the fund such as fees, commissions, stamp duty and other fees.

Administration expenses

A proportion of the relevant officers' salaries, salary on-costs and general overheads, have been charged to the Fund on the basis of time spent on Fund administration.

Taxation

The Fund is a registered pension scheme for tax purposes and as such is not liable for UK income tax on investment income, nor capital gains tax. As Wiltshire Council is the administering authority, VAT input tax is recoverable on all expenditure.

Income earned from investments in stocks and securities in the USA is exempt from US tax and is not subject to withholding tax. Most tax deducted from income on European investments is also recoverable.

Management Expenses

Pension fund management expenses are accounted for in accordance with the CIPFA guidance '*Accounting for Local Government Pension Scheme Management Costs*'. The comparator figures for 2014/15 have been restated to reflect the implementation of the CIPFA guidance. Consequently management expenses reported in the Fund Account for 2014/15 have been increased by £7.1m to £8.6m and Profit and Loss on disposal of investments and changes in the market value of investments has similarly been changed from £211.1m to £212.6m to reflect the fees which had been deducted at source.

Additional Voluntary Contributions (AVCs)

The accounts of the Fund in accordance with regulation 5 (2) (C) of the Pension Scheme (Management and Investment of Funds) Regulations 1998 do not include transactions in respect of AVCs. These are money purchase arrangements made by individual Fund members under the umbrella of the Local Government Pension Scheme, to enhance pension benefits.

3. Critical Judgement in Applying Accounting Policies

Pension Fund Liability

The pension fund liability is calculated every three years by the appointed actuary, with annual updates in the intervening years. The methodology used is in line with accepted guidelines and in accordance with IAS19. Assumptions underpinning the valuations are agreed with the actuary and are summarised in the actuarial position statement (on page 79). This estimate is subject to significant variances based on changes to the underlying assumptions.

4. Assumptions made about the Future and Other Major Sources of Estimation Uncertainty

The Statements of Accounts contains estimated figures that are based on assumptions made by the Council about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

The items in the net asset statement at 31 March 2016 for which there is significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Effect if actual results differ from assumptions
Debtors	At 31 March 2016, the fund had a balance of £16.2m for debtors (£3.9m relate to a long term debtor). A review of significant balances suggested that no impairment is currently necessary. However, in the current economic climate, it is not certain that all debts will be paid.	If collection rates deteriorate it may be necessary for an allowance to be included in the accounts for doubtful debts.

5. Contributions receivable

	2015-16 £000	2014-15 £000
Employer		
- Normal	55,708	51,605
- Augmentation	1,068	868
- Deficit funding*	13,344	13,765
Members		
- Normal	19,100	19,047
- Additional contributions	229	244
	89,449	85,529
Analysis of contributions receivable		
	2015-16 £000	2014-15 £000
<i>Contributions from employees (Including Additional Contributions)</i>		
- Wiltshire Council	7,693	8,224
- Other scheduled bodies	10,335	9,460
- Admitted bodies	1,301	1,608
	19,329	19,292
<i>Contributions from employers (Including Augmentations)</i>		
- Wiltshire Council	27,882	26,016
- Other scheduled bodies	35,163	32,725
- Admitted bodies	7,075	7,496
	70,120	66,237
Total contributions receivable	89,449	85,529

* Deficit funding contributions are being paid by the employer for the three years commencing from 1 April 2014 with a minimum specified in the Rates and Adjustment Certificate dated 31 March 2014 in order to improve the Fund's funding position. The recovery period at the last valuation over which the deficit funding is recovered is mainly 20 years for scheduled bodies and 14 years or the length of the employer's contract (whichever is the shorter) for admitted bodies.

6. Benefits payable

	2015-16 £000	2014-15 £000
Pensions	63,698	62,118
Commutation and lump sum retirement benefits	11,495	10,648
Lump sum death benefits	1,648	1,301
	<u>76,841</u>	<u>74,067</u>
Analysis of benefits payable	2015-16 £000	2014-15 £000
<i>Pensions payable</i>		
- Wiltshire Council	34,705	34,225
- Other scheduled bodies	23,018	21,566
- Admitted bodies	5,975	6,327
	<u>63,698</u>	<u>62,118</u>
<i>Retirement and Death grants payable</i>		
- Wiltshire Council	4,832	4,586
- Other scheduled bodies	6,154	5,609
- Admitted bodies	2,157	1,754
	<u>13,143</u>	<u>11,949</u>
Total benefits payable	<u>76,841</u>	<u>74,067</u>

7. Payments to and on account of leavers

	2015-16 £000	2014-15 £000
Individual transfer out to other schemes	3,577	3,961
Bulk transfers out to other schemes	0	27,167
Refunds to members leaving service	258	98
State Scheme Premiums	113	23
	<u>3,948</u>	<u>31,249</u>

8. Management expenses

	2015-16 £000	2014-15 £000
Administration costs	1,496	1,471
Investment Management expenses	7,731	7,016
Oversight & Governance	109	123
	<u>9,336</u>	<u>8,610</u>

The Fund has applied CIPFA's guidance Accounting for Local Government Pension Scheme Management Costs, which was introduced in June 2014. This requires management expenses to be analysed by the three headings shown above (previously there were two: administration expenses and investment management

expenses). The 2014/15 figures have been restated to comply with this guidance fully.

The guidance also requires a change in the reporting of external investment management fees that are deducted from asset values (rather than invoiced and paid directly). These are now shown gross: the effect of this has been to increase investment management expenses from £5.4 million to £7.7 million (2014/15: £5.5m to £7.0m). Wherever possible, these figures are based on actual costs disclosed by the manager; where actual costs were not available, best estimates have been made using other available information. It is important to note that this is a change in reporting only and does not represent an actual increase in costs, nor a decrease in Fund's resources available to pay pension benefits.

Investment Management expenses includes £1.8m of performance-related fees paid to the fund's investment managers (2014/15: £1.5m).

9. Investment income

	2015-16 £000	2014-15 £000
<i>Quoted securities</i>		
- UK fixed interest bonds (coupon receipts)	-	10,183
- Overseas fixed interest bonds (coupon receipts)	-	259
- UK index linked bonds (coupon receipts)	-	-
- UK equities	587	138
- Overseas equities	1,089	1,177
<i>Pooled investment vehicles</i>		
- Overseas equities	-	-
- UK property	10,018	9,535
- Infrastructure	-	-
<i>Cash held on deposit</i>		
- Sterling cash	66	136
- Overseas cash	4	15
	11,764	21,443

10. Stock lending

The Council participates in a securities lending programme administered by BNY Mellon. Securities in the beneficial ownership of the Council to a value of £5.7 million (0.30% of the total) were on loan at 31 March 2016. Collateral for these securities is held in a pooled form, the Wiltshire Pension Fund's share (0.01%) representing a value of £6.2 million (108.6%). Income earned from this programme amounted to £0.03 million in the year.

	2015-16 £million	2014-15 £million
WC securities on loan	5.7	17.5
<i>(percentage of total)</i>	0.30%	1.00%
WC collateral share of pool	0.01%	0.04%
Value of WC pooled share	6.2	18.8
Percentage of securities on loan	108.6%	107.0%
Income earned in year	0.03	0.048

11. Investments

Reconciliation of investments held at beginning and end of year

	Value at 1 April 2015	Purchases at cost and derivative payments	Sales proceeds and derivative receipts	Change in market Value	Value at 31 March 2016
	£000	£000	£000	£000	£000
Fixed interest securities	0	0	0	0	0
Index linked securities	0	0	0	0	0
Equities	342,126	56,753	-93,423	15,392	320,848
Pooled funds					
- Other	1,289,293	56,877	-61,734	-31,799	1,252,637
- Property	191,695	52,576	-28,845	15,079	230,505
Derivative assets					
- Futures	0	0	0	0	0
- Options	0	0	0	0	0
- Forward FX	-1,531	121,548	-94,942	-23,829	1,246
	1,821,583	287,754	-278,944	-25,157	1,805,236
Cash deposits	15,383	252,183	-244,205	-2,384	20,977
Other Investment balances	431	0	-272	20	179
	1,837,397	539,937	-523,421	-27,521	1,826,392

	Value at 1 April 2014	Purchases at cost and derivative payments	Sales proceeds and derivative receipts	Change in market Value	Value at 31 March 2015
	£000	£000	£000	£000	£000
Fixed interest securities	163,143	25,298	-202,461	14,020	0
Index linked securities	933	3,904	-4,943	106	0
Equities	267,461	91,392	-85,347	68,620	342,126
Pooled funds					0
- Other	997,888	428,559	-250,431	113,277	1,289,293
- Property	170,936	39,699	-38,288	19,348	191,695
Derivative assets					0
- Futures	-49	1,445	-113	-1,283	0
- Options	0	0	0	0	0
- Forward FX	1,632	82,535	-86,723	1,025	-1,531
	1,601,944	672,832	-668,306	215,113	1,821,583
Cash deposits	26,042	267,445	-275,638	-2,466	15,383
Other Investment balance	3,465	0	-2,995	-39	431
	1,631,451	940,277	-946,939	212,608	1,837,397

The PRAG guidance, Accounting for Derivatives in Pension Schemes, recommends that derivatives are set out separately in the investment reconciliation table for reasons of clarity and are reconciled on a 'net' basis as opposed to 'gross' as reported in the Net Assets Statement.

Transaction costs have been debited through the Fund Account and have been disclosed as part of the Investment Management Expenses. Costs are also borne by the Fund in relation to transactions in pooled investment vehicles.

Details of investments held at year end

	31 March 2016 £000	31 March 2015 £000
Investment assets		
<i>Fixed interest securities</i>		
- UK fixed interest government bonds	0	0
- UK fixed interest corporate bonds	0	0
- Overseas fixed interest government bonds	0	0
- Overseas fixed interest corporate bonds	0	0
- Emerging markets government bonds	0	0
	0	0
<i>Index linked securities</i>		
- UK index linked corporate bonds	0	0
	0	0
<i>Equities</i>		
- UK equities	31,597	36,739
- Overseas equities	289,251	305,387
	320,848	342,126
<i>Pooled investment vehicles</i>		
- UK equities	233,029	242,103
- Overseas equities	544,173	564,066
- Overseas fixed income	202,162	201,386
- UK index linked government bonds	102,399	110,472
- Property	230,505	191,695
- Emerging Market Debt	84,601	67,981
- Emerging Market Equities	68,385	69,911
- Long-short hedge fund	0	22,839
- Infrastructure	17,888	10,535
	1,483,142	1,480,988
<i>Cash held on deposit</i>		
- Sterling cash	20,730	15,132
- Overseas cash	247	251
	20,977	15,383
<i>Other investment balances</i>		
- Derivatives assets	4,170	1,171
- Outstanding dividend entitlements	5	10
- Recoverable tax	174	421
	4,349	1,602
<i>Investment liabilities</i>		
- Derivatives liabilities	-2,924	-2,702
Total of investments held	1,826,392	1,837,397
Net current assets & liabilities		
Current assets	16,183	18,912
Current liabilities	-3,914	-3,706
Total net current assets	12,269	15,206
	1,838,661	1,852,603

Analysis of fund Assets as at 31 March 2016

	UK £000	Non-Uk £000	Global £000	Total £000
Equities	264,626	833,424	-	1,098,050
Bonds	102,399	202,162	-	304,561
Properties (direct holdings)	-	-	-	-
Alternatives	-	-	402,804	402,804
Cash	20,730	247	-	20,977
Total	387,755	1,035,833	402,804	1,826,392

Analysis of investment income accrued during 2015 - 2016

	UK £000	Non-Uk £000	Global £000	Total £000
Equities	-	-	58	58
Bonds	-	-	-	-
Properties (direct holdings)	- 271	- 35	- -	306
Alternatives	-	-	-	-
Cash	- 5	-	- -	5
Total	- 276	- 35	58 -	253

The following investments represent more than 5% of the net assets of the scheme:

Security	31-Mar-16	
	Market value £m	% of total market value
L&G over 5yrs Index-Linked Gilts	102.4	5.6
L&G N - UK Equity Index	233.0	12.8
L&G (YX) FTSE RAFI AW 3000 EQ IND	246.5	13.5
L&G (PT) World Equity Index (MSCI)	107.3	5.9
Baring-Dynamic Asst Allo-Inc	190.4	10.4
IGS-EMER MKT MUL-AS-S GBP A	153.0	8.4
Loomis Sayles Strategic Alpha BD FD Class H-S1/A(GBP)	120.0	6.6
	1152.5	63.1

Derivative contracts

Objectives and policies

The Wiltshire Pension Fund committee have authorised the use of derivatives by their investment managers as part of the investment strategy for the Fund.

The main objective for the use of key classes of derivatives and the policies followed during the year are summarised as follows:

Options – The Fund allows its managers to invest in options as part of their portfolio construction to assist them in achieving performance targets. These options are limited to ‘Over-the-Counter’ contracts purchased on major exchanges and must not exceed specified limits. Option exposures are limited and hedged through the use of futures.

Futures – The Fund allows a number of its managers to invest in futures, within specified exposure limits, as part of their overall portfolio construction to assist them in achieving performance targets.

Forward foreign exchange – In order to maintain an appropriate diversification of investments within the Fund and take advantage of overseas investment returns a proportion of the investment portfolio is invested overseas. To balance the risk of investing in foreign currencies a dynamic currency hedging programme, using forward foreign contracts, is in place to reduce the currency exposure of the overseas investments. The overseas equity investments are hedged this way.

The Fund had the following derivative contracts outstanding at the year end relating to its fixed interest investment and dynamic currency mandate. The details are:

Derivative contracts - Forward cash currency contracts

Contract	Settlement date	Currency bought	Currency sold	Asset value at year end £000	Liability value at year end £000
Forward OTC	0 to 6 months	Sterling	Australian Dollar		(73)
Forward OTC	0 to 6 months	Sterling	Brazil Real		(42)
Forward OTC	0 to 6 months	Sterling	Canadian Dollar		(91)
Forward OTC	0 to 6 months	Sterling	Chilean Peso		(1)
Forward OTC	0 to 6 months	Danish Krone	Sterling		
Forward OTC	0 to 6 months	Sterling	Danish Krone		(38)
Forward OTC	0 to 6 months	Euro	Sterling	167	
Forward OTC	0 to 6 months	Sterling	Euro		(318)
Forward OTC	0 to 6 months	Hong Kong Dollar	Sterling		(62)
Forward OTC	0 to 6 months	Sterling	Hong Kong Dollar	297	(47)
Forward OTC	0 to 6 months	Sterling	Indian Rupee		(6)
Forward OTC	0 to 6 months	Sterling	Indonesian Rupiah	1	
Forward OTC	0 to 6 months	Sterling	Israeli Shekel		(7)
Forward OTC	0 to 6 months	Japanese Yen	Sterling		(216)
Forward OTC	0 to 6 months	Sterling	Japanese Yen	165	(30)
Forward OTC	0 to 6 months	Sterling	Malysian Ringgit		(18)
Forward OTC	0 to 6 months	Sterling	Mexican New Peso		(11)
Forward OTC	0 to 6 months	Sterling	New Taiwan Dollar		(14)
Forward OTC	0 to 6 months	Sterling	New Turkish Lira		(4)
Forward OTC	0 to 6 months	Sterling	New Zealand Dollar		(4)
Forward OTC	0 to 6 months	Sterling	Norwegian Krone		(11)
Forward OTC	0 to 6 months	Sterling	Polish Zloty		(5)
Forward OTC	0 to 6 months	Sterling	Russian Ruble		(49)
Forward OTC	0 to 6 months	Sterling	Singapore Dollar		(7)
Forward OTC	0 to 6 months	Sterling	South Africa Comm Rand		(55)
Forward OTC	0 to 6 months	Sterling	South Korean Won		(87)
Forward OTC	0 to 6 months	Swedish Krona	Sterling	69	
Forward OTC	0 to 6 months	Sterling	Swedish Krona		(113)
Forward OTC	0 to 6 months	Sterling	Swiss Franc		(60)
Forward OTC	0 to 6 months	Sterling	Thailand Baht	5	
Forward OTC	0 to 6 months	US Dollar	Sterling	3	(749)
Forward OTC	0 to 6 months	Sterling	US Dollar	3,463	(806)
				4,170	(2,924)

Financial Instruments

Classification of financial instruments

The accounting policies describe how different asset classes of financial instruments are measured, and how income and expenses, including fair value gains and losses are recognised. The following table analyses the carrying amounts of financial assets and liabilities by category and net asset statement heading. No financial assets were reclassified during the accounting period.

As at 31 March 2016

	Designated as Fair value through Profit and Loss £000	Loans and Receivables £000	Financial liabilities at amortised cost £000
Financial assets			
Fixed interest securities	0	0	0
Index linked securities	0	0	0
Equities	311,049	9,799	0
Pooled investment vehicles	1,252,637	0	0
Property	230,505	0	0
Derivative assets	4,170	0	0
Cash held on deposit	0	24,962	0
Other Investment balances	179	0	0
Debtors	0	12,198	0
	1,798,540	46,959	0
Financial Liabilities			
Derivative Liabilities	-2,924	0	0
Creditors	0	-3,914	0
	-2,924	-3,914	0
	1,795,616	43,045	0

As at 31 March 2015

	Designated as Fair value through Profit and Loss £000	Loans and Receivables £000	Financial liabilities at amortised cost £000
Financial assets			
Fixed interest securities	0	0	0
Index linked securities	0	0	0
Equities	330,341	11,785	0
Pooled investment vehicles	1,289,293	0	0
Property	191,695	0	0
Derivative assets	1,171	0	0
Cash held on deposit	0	21,364	0
Other Investment balances	431	0	0
Debtors	0	12,931	0
	1,812,931	46,080	0
Financial Liabilities			
Derivative Liabilities	-2,702	0	0
Creditors	0	-3,706	0
	-2,702	-3,706	0
	1,810,229	42,374	0

Net gains/(losses) on financial instruments

	2016 £000	2015 £000
Financial assets		
Fair value through profit and loss	-29,810	211,110
Loans and receivables	-2,378	-2,468
Financial liabilities		
Fair value through profit and loss	-2,924	-2,792
Loans and receivables		
Total	-35,112	205,850

Financial Risk Disclosure

As an LGPS Pension Fund, the Fund's objective is to achieve a relatively stable "real" return above the rate of inflation over the long term. In order to achieve this objective the Fund holds financial instruments such as securities (equities, bonds), property, pooled funds (collective investment schemes) and cash and cash equivalents. The Fund's activities expose it to a variety of financial risks including Market Risk, Credit Risk and Liquidity Risk.

All the Fund's investments are managed by appointed Investment Managers. All investments are held by BNY Mellon who act as custodian on behalf of the Fund. Each investment manager is required to invest the assets managed by them in accordance with the terms of a written investment mandate or pooled fund prospectus.

The Wiltshire Pension Fund Committee has determined that these managers are appropriate for the Fund and is in accordance with its investment strategy. The Committee obtains regular reports from each investment manager and its Investment Consultant on the nature of investments made and associated risks.

The analysis below is designed to meet the disclosure requirements of IFRS 7.

a) Market Risk

Market risk represents the risk that the fair value of a financial instrument will fluctuate because of changes in market prices. This could be as a result of changes in market price, interest rates or currencies. The objective of the Funds Investment strategy is to manage and control market risk exposure within acceptable parameters, while optimising the return.

In general excessive volatility in market risk is managed through diversification across asset class and investment manager. Each manager is also expected to maintain a diversified portfolio within their allocation.

1) Market Price Risk

Market price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or foreign exchange risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting the market in general.

By diversifying investments across asset classes and managers, the Fund aims to reduce the exposure to price risk. Diversification of asset classes seeks to reduce correlation of price movements, whilst the appointment of specialist managers enables the Fund to gain from their investment expertise.

Market Price - Sensitivity Analysis

The sensitivity of the Fund's investments to changes in market prices have been analysed using the volatility of returns experienced by asset classes. The volatility data has been provided by the Fund's Investment Advisor (Mercers) and is broadly consistent with a one-standard deviation movement. The volatility is measured by the (annualised) estimated standard deviation of the returns of the assets relative to the liability returns. Such a measure is appropriate for measuring "typical" variations in the relative values of the assets and liabilities over short time periods. It is not appropriate for assessing longer term strategic issues. The analysis assumes that all other variables, in particular, interest rates and foreign exchange rates, remain constant.

Movements in market prices would have increased or decreased the net assets valued at 31 March 2016 and 2015 by the amounts shown below.

As at 31 March 2016

	Value £'000	Volatility of return	Increase £000	Decrease £000
Baillie Gifford - Global Equity	299,625	17.30%	51,835	(51,835)
CBRE - Property	254,412	14.70%	37,399	(37,399)
Legal & General - Equity	233,029	17.30%	40,314	(40,314)
Legal & General - Gilts	102,399	8.50%	8,704	(8,704)
Legal & General - Global Equity	107,282	17.30%	18,560	(18,560)
Legal & General - Fundamentals	253,529	17.30%	43,861	(43,861)
Barings - Dynamic Assets Allocation	190,362	12.10%	23,034	(23,034)
Partners Group - Infrastructure	17,908	15.50%	2,776	(2,776)
Investec - Emerging Markets	152,985	21.50%	32,892	(32,892)
Loomis Sayles - Multi Asset Credit	82,208	6.00%	4,932	(4,932)
Loomis Sayles - Absolute Return Bond Fund	119,954	6.00%	7,197	(7,197)
M&G - Financing Fund	9,799	0.00%	0	0
Berenberg Bank - Dynamic Currency Fund	2,875	0.00%	0	0
Capital International - Global Equity	17	0.00%	0	0
Capital International - Absolute Income Grower	8	0.00%	0	0
	1,826,392		271,504	(271,504)

As at 31 March 2015

	Value £'000	Volatility of return	Increase £000	Decrease £000
Baillie Gifford - Global Equity	322,041	17.20%	55,391	(55,391)
CBRE - Property	209,920	14.60%	30,648	(30,648)
Western Asset Management - Corporate Bonds	3,603	4.00%	144	(144)
Legal & General - Equity	242,102	17.20%	41,642	(41,642)
Legal & General - Gilts	110,472	8.40%	9,280	(9,280)
Legal & General - Global Equity	106,920	17.20%	18,390	(18,390)
Legal & General - Fundamentals	259,715	17.20%	44,671	(44,671)
Jubilee Advisors - Long/Short Hedge Funds	22,839	8.10%	1,850	(1,850)
Barings - Dynamic Assets Allocation	197,431	12.00%	23,692	(23,692)
Partners Group - Infrastructure	10,535	15.60%	1,643	(1,643)
Investec - Emerging Markets	137,892	19.00%	26,199	(26,199)
Loomis Sayles - Multi Asset Credit	97,217	6.00%	5,833	(5,833)
Loomis Sayles - Absolute Return Bond Fund	100,570	6.00%	6,034	(6,034)
M&G - Financing Fund	11,785	0.00%	0	0
Berenberg Bank - Dynamic Currency Fund	4,324	0.00%	0	0
Capital International - Global Equity	21	0.00%	0	0
Capital International - Absolute Income Grower	10	0.00%	0	0
	1,837,397		265,417	(265,417)

2) Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Fund's exposure to interest rate movements from its investments in cash & cash equivalents, fixed interest and loans at 31 March 2016 and 2015 are provided below.

	31-Mar-16
	£000
Cash held on deposit	20,977
Fixed Interest Securities	202,162
Loans	9,799
	232,938

	31-Mar-15
	£000
Cash held on deposit	15,383
Fixed Interest Securities	201,386
Loans	11,785
	228,554

Interest Rate – Sensitivity Analysis

The Pension Fund recognises that interest rates vary and can impact on the fair value of the assets. The sensitivity of the Fund's investments to changes in interest rates has been analysed by showing the effect of a 100 basis point (1%) change in interest rates. This analysis assumes that all other variables, in particular foreign currency rates, remain constant.

	Value	Change in net assets		
		£000	£000	£000
			+100 BP	-100 BP
As at 31 March 2016				
Cash held on deposit	20,977	210	(210)	
Fixed Interest Securities	202,162	(5,827)	5,827	
Loans	9,799	0	0	
	232,938	(5,617)	5,617	
As at 31 March 2015				
Cash held on deposit	15,383	154	(154)	
Fixed Interest Securities	201,386	(6,417)	6,417	
Loans	11,785	0	0	
	228,554	(6,263)	6,263	

A 1% increase in interest rates will reduce the fair value of the relevant net assets and vice versa. The loans identified are part of the M&G Financing Fund. Borrowers pay a fixed annual interest rate agreed at the outset.

3) Currency Risk

Currency risk represents the risk that the fair value of financial instruments will fluctuate because of changes in foreign exchange rates. The Fund is exposed to currency risk on financial instruments that are denominated in a currency other than sterling. When sterling depreciates the sterling value of foreign currency denominated investments will rise and

when sterling appreciates the sterling value of foreign currency denominated investments will fall.

Currently Wiltshire Pension Fund has a dynamic hedging arrangement in place. This reduces the volatility of returns over the long term.

The tables below show approximate exposures to each of the three major foreign currencies based on manager benchmarks and target allocations. This is based on the two global equity managers Baillie Gifford and Legal & General.

2016

	US Dollar	Euro	Yen
Benchmark Weights	20.89%	4.86%	1.96%
	£'000	£'000	£'000
Net Currency Exposure	381,611	88,782	35,759

2015

	US Dollar	Euro	Yen
Benchmark Weights	18.43%	7.02%	3.40%
	£'000	£'000	£'000
Net Currency Exposure	338,723	129,005	62,417

Currency Risk – Sensitivity Analysis

The sensitivity of the Fund's investments to changes in foreign currency rates has been analysed using a 10% movement in exchange rates in either direction. This analysis assumes that all variables, in particular interest rates, remain constant.

A 10% strengthening or weakening of Sterling against the various currencies at 31 March 2016 and 31 March 2015 would have increased or decreased the net assets by the amount shown below.

2016

	Assets Held at Fair Value	Change in net assets	
	£'000	+10%	-10%
	£'000	£'000	£'000
US Dollar	381,611	38,161	(38,161)
Euro	88,782	8,878	(8,878)
Yen	35,759	3,576	(3,576)
Net Currency Exposure	506,152	50,615	(50,615)

2015

	Assets Held at Fair Value	Change in net assets	
	£'000	+10%	-10%
		£'000	£'000
US Dollar	338,723	33,872	(33,872)
Euro	129,005	12,901	(12,901)
Yen	62,417	6,242	(6,242)
Net Currency Exposure	530,145	53,015	(53,015)

As the Fund has a dynamic hedging arrangement in place only a proportion of the gains/losses would be experienced. One important point to note is that currency movements are not independent of each other. If sterling strengthened generally it may rise against all the above currencies producing losses across all the currencies.

b) Credit Risk

Credit risk represents the risk that the counterparty to the financial instrument will fail to meet their obligations and the Fund will incur a financial loss.

The Fund is exposed to credit risk through its investment managers, custodian and its daily treasury management activities. Credit risk is minimised through the careful selection and monitoring of counterparties.

A securities lending programme is run by the Fund's custodian, BNY Mellon, who manage and monitor the counterparty risk, collateral risk and the overall lending programme. The minimum level of collateral for securities on loan is 102%, however more collateral may be required depending upon the type of transaction. This level is assessed daily to ensure it takes account of market movements. The current collateral Wiltshire Pension Fund accepts is AAA rated Supranational debt, AA rated debt and FTSE 350 Equity DBV. Securities lending is capped by investment regulations and statutory limits are in place to ensure that no more than 35% of eligible assets can be on loan at any one time.

Forward currency contracts are entered into by the Fund's currency overlay manager – Berenberg. These contracts are subject to credit risk in relation to the counterparties of the contracts which are primarily banks. The responsibility for these contracts rests with Berenberg. Prior to appointment full due diligence was undertaken, they are regulated by BaFin (the German equivalent of FCA) and meet the requirements set out in the LGPS (Management and Investment of Funds) Regulations 2009.

Another source of credit risk is the cash balances held internally or by managers. The Pension Fund's bank account is held at HSBC, which holds a AA- long term credit rating and it maintains its status as a well capitalised and strong financial institution. The management of the cash held in this account is managed by the Council's Treasury Management Team in line with the Fund's Treasury Management Strategy which sets out the permitted counterparties and limits. Cash held by investment managers is invested with the custodian in a diversified money market fund rated AAAM.

The Fund's exposure to credit risk at 31 March 2016 and 2015 is the carrying amount of the financial assets.

2016	£'000
Global Fixed Interest Pooled	202,162
Cash held on deposit	20,977
Other investment balances	179
Current assets	<u>16,183</u>
	<u>239,501</u>

2015	£'000
Global Fixed Interest Pooled	201,386
Cash held on deposit	15,383
Other investment balances	431
Current assets	<u>18,912</u>
	<u>236,112</u>

c) Liquidity Risk

Liquidity risk represents the risk that the Fund will not be able to meet its financial obligations as they fall due. The main liabilities of the Fund relate to the benefits payable which fall due over a long period of time. The investment strategy reflects this and sets out the strategic asset allocation of the Fund. Liquidity risk is mitigated by investing a proportion of the Fund in actively traded instruments in particular equities and fixed income investments. The Fund maintains a cash balance to meet operational requirements.

The following tables analyses the Fund's financial liabilities as at 31 March 2016 and 2015, grouped into relevant maturity dates.

2016	Carrying Amount £'000	Less than 12 months £'000	Greater than 12 months £'000
Accounts Payable	51	51	0
Benefits Payable	500	500	0
Sundry Creditors	<u>3,363</u>	<u>3,363</u>	<u>0</u>
	<u>3,914</u>	<u>3,914</u>	<u>0</u>

2015	Carrying Amount £'000	Less than 12 months £'000	Greater than 12 months £'000
Accounts Payable	68	68	0
Benefits Payable	511	511	0
Sundry Creditors	3,127	3,127	0
	3,706	3,706	0

Fair Value Hierarchy

The Fund measures fair values using the following fair value hierarchy that reflects the significance of the inputs used in making the measurements:

- Level 1: Unadjusted quoted prices in an active market for identical assets or liabilities that the Fund has the ability to access at the measurement date.
- Level 2: Inputs other than quoted prices under Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3: Unobservable inputs for the asset or liability used to measure fair value that rely on the Funds own assumptions concerning the assumptions that market participants would use in pricing an asset or liability.

The tables below analyse financial instruments, measured at fair value at the end of the reporting period 31 March 2016 and 31 March 2015, by the level in the fair value hierarchy into which the fair value measurement is categorised. This has been produced from analysis produced by the Fund's custodian BNY Mellon.

2016	£000 Level 1	£000 Level 2	£000 Level 3	£000 Total
Fixed Interest Securities				0
Index Linked Securities				0
Equities	307,771		13,077	320,848
Pooled Funds:				0
- Other		1,234,749	17,888	1,252,637
- Property		113,247	117,258	230,505
Derivative assets				0
- Futures				0
- Options				0
- Forward FX				0
	307,771	1,347,996	148,223	1,803,990
Cash Deposits	22,223			22,223
Other Investment	179			179
	330,173	1,347,996	148,223	1,826,392

2015	£000	£000	£000	£000
	Level 1	Level 2	Level 3	Total
Fixed Interest Securities				0
Index Linked Securities				0
Equities	328,117		14,009	342,126
Pooled Funds:				0
- Other		1,278,757	10,536	1,289,293
- Property		128,513	63,182	191,695
Derivative assets				0
- Futures				0
- Options				0
- Forward FX				0
	328,117	1,407,270	87,727	1,823,114
Cash Deposits	13,852			13,852
Other Investment	431			431
	342,400	1,407,270	87,727	1,837,397

During 2015/16 there were no transfers between level 1 and 2 of the fair value hierarchy.

The following tables presents the movement in level 3 instruments for the year end 31 March 2016 and 31 March 15.

2016	£000
Opening balance	87,727
Total gains/losses	24,358
Purchases	39,537
Sales	-3,399
Transfer out of Level 3	0
Closing balance	148,223

2015	£000
Opening balance	51,758
Total gains/losses	4,016
Purchases	34,633
Sales	-2,680
Transfer out of Level 3	0
Closing balance	87,727

12. Investment management expenses

	2015-16 £000	2014-15 £000
Manager & Investment Admin Fees	7,644	6,912
Custody and Performance Measurement	87	104
	<u>7,731</u>	<u>7,016</u>

13. Current assets

	31 March 2016 £000	31 March 2015 £000
Contributions due from other authorities and bodies		
- Employees	1,390	1,424
- Employers	5,386	4,549
Income due from external managers and custodians	-	-
Debtors (Magistrates)	3,860	4,825
Other	1,562	2,133
Cash balances	3,985	5,981
	<u>16,183</u>	<u>18,912</u>
Less:		
Long Term debtors (Magistrates)	- 3,860	- 4,825
Net current assets	<u>12,323</u>	<u>14,087</u>

Contributions due at the year end have been paid to the Fund subsequent to the year end in accordance with the Rates & Adjustment certificate.

On 8th April 2011 Wiltshire Pension Fund received confirmation from the Government Actuary's Department that they agreed to make a payment to the Fund to cover the liabilities in respect of the Magistrates Courts. In the past active members employed by the Magistrates Courts were transferred out of the LGPS but pensioners/deferred members remained in. The payment would be in 10 instalments over the next 10 years. The total amount of the remaining debt is £4.825m, of this the following year's instalment (£0.965m) is classified as a debt repayable in one year, and the remaining balance £3.9m is a long term debtor.

14. Current liabilities

	31 March 2016 £000	31 March 2015 £000
Managers / custody fees	1,873	1,207
HMRC	737	702
Other	1,304	1,797
	<u>3,914</u>	<u>3,706</u>

15. Additional Voluntary Contributions (AVCs)

Fund members paid contributions totalling £0.649 million (£0.593 million in 2014/15) into their AVC funds during the year. At the year end, the value of funds invested on behalf of Fund members totalled £3.700 million (£3.529 million in 2014/15), made up as follows:

	£ Million
Equitable Life Assurance Society	
- With Profits Fund	0.512
- Unit Linked Managed Fund	0.197
- Building Society Fund	0.015
Clerical Medical Funds	
- With Profits Fund	0.150
- Unit Linked Managed Fund	0.880
NPI Fund	
- Managed Fund	0.026
- With Profits Fund	0.101
- Global Care Unit Linked Fund	0.051
- Cash Deposit Fund	0.024
Prudential	
- With Profits Cash Accumulation Fund	0.676
- Deposit Fund	0.272
- Diversified Growth Fund	0.245
- Equity Passive	0.034
- Long Term Growth Fund	0.207
- Pre-Retirement Fund	0.128
- Property Fund	0.182
	<hr/> 3.700 <hr/>

As mentioned earlier, AVC investments are not included in the Fund's financial statements.

16. Employer related assets

There are no employer related assets within the Fund.

17. Related Party Transactions

The Wiltshire Pension Fund is administered by Wiltshire Council. Consequently there is a strong relationship between the Council and the Pension Fund.

The Council incurred costs of £1.174m (2014/15: £1.097m) in relation to the administration of the Fund and was subsequently reimbursed by the Fund for these expenses. The Council is also the single largest employer of members of the Pension Fund and contributed £28m to the Fund in 2015/16 (2014/15: £26m). A balance of £0.68m was owed by the Pension Fund to the Council at year end.

Part of the pension fund cash holdings are invested on the money markets by the treasury management operations of Wiltshire Council, through a service level agreement. During the year to 31 March 2016, the fund had an average investment balance of £5m (31 March 2015: £3.5m), earning interest of £27k (2014/15: £19k) in these funds.

Governance

There are two members of the Pension Fund Committee D Hall and L Stuart that are active members of the Pension Fund. These individuals are the employer bodies' representatives.

18. Guaranteed minimum pension

The Fund continues to make progress on updating the details of Guaranteed Minimum Pensions (GMP) that were not previously shown on member's records. The Fund is working with HMRC on the GMP reconciliation project where all records will need to be reconciled by March 2018.

GMP elements of member's LGPS pension whose State Pension Age (SPA) is prior to 06/04/2016 are not increased by the Fund for Pre 1988 GMP (in respect of the period 06/04/1978 to 05/04/1988). But for Post 1988 element (in respect of the period 06/04/1988 to 05/04/1997) it is increased by a maximum of 3%. The Government increase the State Pension for the member fully on the Pre 1988 GMP element and for Post 1988 GMP element it is only increased if CPI is above 3%.

The effect of LGPS pensions not showing the correct amount of GMP for its members would mean that their pension would be increased by more than it should be.

Although these overpayments are costs to the Fund they have been included as expenditure in previous pension fund accounts, therefore no restatement is necessary.

The Government has announced that future GMP increases will be met in full by the Fund where a member's SPA is on or after 06/04/2016.

19. Contingent Liabilities and Contractual Commitments

Outstanding capital commitments (investments) at 31 March 2016 totalled Euro 30.550m; GBP 24.193m (31 March 2015: Euro 36.285m; GBP 26.277m).

These commitments relate to outstanding call payments due on unquoted limited partnership funds held in the infrastructure part of the portfolio. The amounts 'called' are irregular in both size and timing from the original commitment.

20. Events after the reporting period date

On 23 June, the EU referendum took place and the people of the United Kingdom voted to leave the European Union. Until exit negotiations are concluded, the UK remains a full member of the European Union and all the rights and obligations of EU membership remain in force. During this period the Government will continue to negotiate, implement and apply EU legislation. It will be for the Government, under the new Prime Minister to begin negotiations to exit the EU. The outcome of these negotiations will determine what arrangements apply in relation to EU legislation and funding in future once the UK has left the EU. This is therefore a non-adjusting event for which no estimate of its financial effect on the reporting entity can be made.

14. IAS26 statement

Actuarial Statement in respect of IAS26 as at 31.03.2016

Introduction

CIPFA's Code of Practice on Local Authority Accounting 2015/16 requires administering authorities of LGPS funds that prepare pension fund accounts to disclose what IAS26 refers to as the actuarial present value of promised retirement benefits.

The actuarial present value of promised retirement benefits is to be calculated similarly to the defined obligation under IAS19. There are three options for its disclosure in pension fund accounts:

- Showing the figure in the Net Assets Statement, in which case it requires the statement to disclose the resulting surplus or deficit;
- As a note to the accounts; or
- By reference to this information in an accompanying actuarial report.

If an actuarial valuation has not been prepared at the date of the financial statements, IAS26 requires the most recent valuation to be used as a base and the date of the valuation disclosed. The valuation should be carried out using assumptions in line with IAS19 and not the Pension Fund's funding assumptions.

I have been instructed by the Administering Authority to provide the necessary information for the Wiltshire Council Pension Fund, which is in the remainder of this note.

Balance sheet Year ended	31 Mar 2016	31 Mar 2015
	£m	£m
Active members	1,318	1,336
Deferred members	558	632
Pensioners	881	974
Total	2,757	2,942

Liabilities have been projected using a roll forward approximation from the latest formal funding valuation as at 31 March 2013. The approximation involved in the roll forward model means that the split of scheme liabilities between the three classes of member may not be reliable. However, I am satisfied the aggregate liability is a reasonable estimate of the actuarial present value of the benefit promises. I have not made any allowance for unfunded benefits.

The above figures include both vested and non-vested benefits, although the latter is assumed to have a negligible value.

It should be noted the above figures are appropriate for the Administering Authority only for preparation of the accounts of the Pension Fund. They should not be used for any other purpose (i.e. comparing against liability measures on a funding basis or a cessation basis).

Assumptions

The assumptions used are those adopted for the Administering Authority's IAS19 report as required by the Code of Practice. These are given below. I estimate that the impact of the change of assumptions to 31 March 2016 is to decrease the actuarial present value by £275m.

Financial assumptions

My recommended financial assumptions are summarised below:

Year ended	31 Mar 2016 % p.a.	31 Mar 2015 % p.a.
Inflation/Pension Increase Rate	2.2%	2.4%
Salary Increase Rate	4.2%	4.3%
Discount Rate	3.5%	3.2%

Longevity assumption

As discussed in the accompanying report, the life expectancy assumption is based on the Fund's VitaCurves with improvements in line with the CMI_2010 model, assuming the current rate of improvements has reached a peak and will converge to a long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	Males	Females
Current Pensioners	22.3 years	24.5 years
Future Pensioners *	24.1 years	26.9 years

**Future pensioners are assumed to be currently aged 45 at the most recent formal valuation as at 31 March 2013.*

Please note that the assumptions are identical to those used for the previous IAS26 disclosure for the Fund.

Commutation

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2008 service and 75% of the maximum tax-free cash for post-April 2008 service.

Sensitivity analysis

CIPFA guidance requires the disclosure of the sensitivity of the results to the methods and assumptions used. The sensitivities regarding the principal assumptions used to measure the liabilities are set out below:

Change in assumptions for the year ended 31 March 2016	Approximate % Increase in liabilities	Approximate monetary amount (£m)
0.5% decrease in discount rate	11%	293
1 year increase in member life expectancy	3%	83
0.5% increase in salary increase rate	3%	91
0.5% increase in pensions increase rate	7%	197

Professional notes

This paper accompanies my covering report titled 'Actuarial Valuation as at 31 March 2016 for accounting purposes'. The covering report identifies the appropriate reliances and limitations for the use of the figures in this paper, together with further details regarding the professional requirements and assumptions.

Catherine McFadyen FFA**5 May 2016****For and on behalf of Hymans Robertson LLP**

15. Further information & contacts

The Council produces a number of other publications, as well as this booklet to support its role as administering authority of the Wiltshire Pension Fund. You can request these from the Wiltshire Pension Fund at County Hall, Trowbridge, from our Website at www.wiltshirepensionfund.org.uk or by emailing pensionenquiries@wiltshire.gov.uk.

Guide to the Local Government Pension Scheme

This booklet explains the benefits available to employees and their dependants of being in the Fund.

Employers' guide

This is available on our website and specifically aimed at staff within employer bodies with responsibility for providing information to the Pensions Section in respect of Fund administration. The aim of the Guide is to provide Scheme Employers with all the information they need in order to fulfil their pension responsibilities correctly.

Starter packs

These contain information that has to be made available to new employees on their pension entitlements, together with supporting information.

Retirement packs

These contain information for every new pensioner about their pension and other supporting information.

Newsletters

Occasional newsletters are produced, both for participating Fund members and for pensioners, containing information of interest.

Annual benefit statements

Statements are automatically available for all full-time Fund members and those working regular part time hours, and also for deferred pensioners. Statements are also available on request for any Fund member at any time.

Other information

Various leaflets, posters and fact sheets explaining the Fund and highlighting its benefits are produced. The Pensions Section also has booklets available produced by Prudential on Additional Voluntary Contributions.

For further information contact:

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