Hymans Robertson LLP has carried out an actuarial valuation of the Norfolk Pension Fund ("the Fund") as at 31 March 2013, details of which are set out in the report dated 31 March 2014 ("the Report"), addressed to Norfolk County Council ("the Client"). The Report was prepared for the sole use and benefit of our Client and not for any other party; and Hymans Robertson LLP makes no representation or warranties to any third party as to the accuracy or completeness of the Report.

The Report was not prepared for any third party and it will not address the particular interests or concerns of any such third party. The Report is intended to advise our Client on the past service funding position of the Fund at 31 March 2013 and employer contribution rates from 1 April 2014, and should not be considered a substitute for specific advice in relation to other individual circumstances.

As this Report has not been prepared for a third party, no reliance by any party will be placed on the Report. It follows that there is no duty or liability by Hymans Robertson LLP (or its members, partners, officers, employees and agents) to any party other than the named Client. Hymans Robertson LLP therefore disclaims all liability and responsibility arising from any reliance on or use of the Report by any person having access to the Report or by anyone who may be informed of the contents of the Report.

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Norfolk Pension Fund
2013 Actuarial Valuation
Valuation Report

HYMANS ROBERTSON

March 2014

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1 Executive summary

We have carried out an actuarial valuation of the Norfolk Pension Fund ('the Fund') as at 31 March 2013. The results are presented in this report and are briefly summarised below.

Funding position

The table below summarises the financial position of the Fund at 31 March 2013 in respect of benefits earned by members up to this date.

Past Service Position	31 March 2010 (£m)	31 March 2013 (£m)
Past Service Liabilities	2,422	3,189
Market Value of Assets	1,936	2,484
Surplus / (Deficit)	(486)	(705)
Funding Level	**80%**	**78%**

The increase in deficit reflects the adverse conditions which the Fund has had to contend with since the previous valuation. In particular, the decrease in the real gilt yield has increased the value placed on the Fund's liabilities.

Contribution rates

The table below summarises the average employer contribution rate that would be required, based on this triennial valuation.

Contribution Rates	31 March 2010 (% of pay)	31 March 2013 (% of pay)
Employer future service rate (incl. expenses)	15.7%	19.6%
Past Service Adjustment (20 year spread)	6.7%	10.0%
Total employer contribution rate (incl. expenses)	22.4%	29.6%
Employee contribution rate	6.6%	6.2%
Expenses	0.5%	0.4%

Again, the increase in the total employer contribution rate is primarily due to the decrease in the real gilt yields which has increased both the employer future service rate and the past service adjustment.

The common contribution rate is a theoretical figure – an average across the whole Fund. In practice, each employer that participates in the Fund has its own underlying funding position and circumstances, giving rise to its own contribution rate requirement. The minimum contributions to be paid by each employer from 1 April 2014 to 31 March 2017 are shown in the Rates and Adjustment Certificate in **Appendix G**.



2 Introduction

Purpose

We have carried out an actuarial valuation of the Norfolk Pension Fund as at 31 March 2013.

- This valuation report complies with all of the relevant regulations and professional standards, as set out in **section 7**.
- The figures in this report are based on our understanding of the benefit structure of the LGPS as at 31 March 2013, and changes being implemented from April 2014, details of which are provided in **Appendix B**.
- The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. This data is summarised in **Appendix D**.
- As part of the valuation, assumptions must be made which are discussed in **section 3** as well as in **Appendix E.** Details of our valuation approach is covered in **Appendix C.**
- The valuation results are then covered in the **section 4**.
- We look at some of the risks the Fund faces in **section 5** and consider any post valuation events in **Appendix F**.
- The valuation is just one aspect of the operation of the Fund, and related issues are covered in **section 6.**
- In **Appendix G** we then set out the individual employer contribution requirements from 1 April 2014.

Component reports

This document is an “aggregate” report, i.e. it is the culmination of various “component” reports and discussions, in particular:

- The data report (mentioned in **section 7**);
- The Discussion Document (dated 28 August 2013 which outlined the preliminary assumption proposals and whole fund results);
- The formal agreement by the Administering Authority of the actuarial assumptions used in this document, at a meeting dated 30 August 2013;
- The stabilisation modelling carried out for certain employers, as detailed in our report and presentation to the Administering Authority of 20 January 2014;
- The Funding Strategy Statement, confirming the different contribution rate setting approaches for different types of employer or in different circumstances.

Note that not all of these documents may be in the public domain.



3 Assumptions

Actuarial assumptions

Assumptions must be made about the factors affecting the Fund's finances in the future. Broadly speaking, our assumptions fall into two categories – financial and demographic.

Demographic assumptions typically try to forecast **when** benefits will come into payment and what form these will take. For example, when members will retire (e.g. at their normal retirement age or earlier), how long they will then survive and whether a dependant's pension will be paid.

Financial assumptions typically try to anticipate the **size** of these benefits. For example, how large members' final salaries will be at retirement and how their pensions will increase over time. In addition, the financial assumptions also help us to estimate how much all these benefits will cost the Fund in today's money.

Financial assumptions

A summary of the main financial assumptions adopted for the valuation of members' benefits are shown below.

	31 March 2010		31 March 2013	
Financial assumptions	**Nominal**	**Real**	**Nominal**	**Real**
Discount Rate	6.1%	2.8%	4.6%	2.1%
Salary Increases*	5.3%**	2.0%	3.3%	0.8%
Price Inflation / Pension Increases	3.3%	-	2.5%	-

** Plus an allowance for promotional pay increases.*

***1% p.a. for 2010/11, 2011/12 and 2012/2013, reverting to 5.3% p.a. thereafter.*

Discount rate

The funding valuation is effectively a planning exercise, to assess the funds needed to meet the benefits as they fall due. In order to place a current value on the future benefit payments from the Fund, an assumption about future investment returns is required in order to "discount" future benefit payments back to the valuation date at a suitable rate.

For a funding valuation such as this, the discount rate is set by taking into account the Fund's current and expected future investment strategy and, in particular, how this strategy is expected to outperform the returns from Government bonds over the long term. The additional margin for returns in excess of that available on Government bonds is called the Asset Outperformance Assumption (AOA).

The selection of an appropriate AOA is a matter of judgement and the degree of risk inherent in the Fund's investment strategy should always be considered as fully as possible.

Although there has been a downward shift in the expected returns on risky assets since the 2010 valuation, we believe the expected returns in excess of the returns on government bonds to be broadly unchanged since 2010. Therefore, we are satisfied that an AOA of 1.55% p.a. is a prudent assumption for the purposes of this valuation. This results in a discount rate of 4.6% p.a.

Price inflation / pension increases

Due to further analysis of the CPI index since 2010, we expect the average long term difference between RPI and CPI to be 0.8% p.a. compared with 0.5% p.a. at the 2010 valuation.



At the previous valuation, the assumption for RPI was derived from market data as the difference between the yield on long-dated fixed interest and index-linked government bonds. At this valuation, we have adopted a similar approach.

Salary increases

The long term assumption for salary increases is RPI. This translates to CPI plus 0.8% p.a. This is a change in approach from 2010 where we assumed 1% p.a. for 3 years and RPI plus 1.5% p.a. thereafter.

We have set a lower long term rate of salary growth to reflect both short term pay constraints and the belief that general economic growth and hence pay growth may be at a lower level than historically experienced for a prolonged period of time.

Note that this assumption is made in respect of the general level of salary increases (e.g. as a result of inflation and other macroeconomic factors). We also make a separate allowance for expected pay rises granted in the future as a result of promotion. This assumption takes the form of a set of tables which model the expected promotional pay awards based on each member's age and class. Please see **Appendix E**.

Longevity

The main demographic assumption to which the valuation results are most sensitive is that relating to the longevity of the Fund's members. For this valuation, we have adopted assumptions which give the following sample average future life expectancies for members:

	Actives & Deferreds		Current Pensioners	
Assumed life expectancy at age 65	**Male**	**Female**	**Male**	**Female**
2010 valuation - baseline	19.4	21.6	19.1	21.2
2010 valuation - improvements	23.1	26.5	21.2	23.4
2013 valuation - baseline	20.2	22.9	19.9	22.3
2013 valuation - improvements	24.5	26.9	22.1	24.3

Further details of the mortality assumptions adopted for this valuation can be found in **Appendix E**. Note that the figures for actives and deferreds assume that they are aged 45 at the valuation date.

Assets

We have taken the assets of the Fund into account at their market value as indicated in the audited accounts for the period ended 31 March 2013. This includes an allowance for the expected future payments in respect of early retirement strain and augmentation costs granted prior to the valuation date in the value of assets, for consistency with the liabilities and with the previous valuation.

In our opinion, the basis for placing a value on members' benefits is consistent with that for valuing the assets - both are related to market conditions at the valuation date.

Demographic assumptions

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

Details of these assumptions are set out in **Appendix E**. Further commentary on these was included in the Discussion Document.



Further comments on the assumptions

As required for Local Government Pension Scheme valuations, our proposed approach to this valuation must include a degree of prudence. This has been achieved by explicitly allowing for a margin of prudence in the AOA.

For the avoidance of doubt, we believe that all other proposed assumptions represent the “best estimate” of future experience. This effectively means that there is a 50% chance that future experience will be better or worse than the chosen assumption.

Taken as a whole, we believe that our proposed assumptions are more prudent than the best estimate. The assessed liability value on a “neutral” best estimate (not prudent) basis would perhaps be 10%, lower than the figures shown here.



4 Results

The Administering Authority has prepared a Funding Strategy Statement which sets out its funding objectives for the Fund. In broad terms, the main 'past service' objective is to hold sufficient assets in the Fund to meet the assessed cost of members' past service benefits and the main 'future service' objective is to maintain a relatively stable employer contribution rate. These objectives are potentially conflicting.

Past service

In assessing the extent to which the past service funding objective was met at the valuation date, we have used the actuarial assumptions described in the previous section of this report and funding method described in **Appendix C**. The table below compares the value of the assets and liabilities at 31 March 2013. The 31 March 2010 results are also shown for reference.

The results are presented in the form of a "funding level", this is the ratio of the market value of assets to the assessed cost of members' past service benefits ("liabilities").

A funding level of 100% would correspond to the funding objective being met at the valuation date.

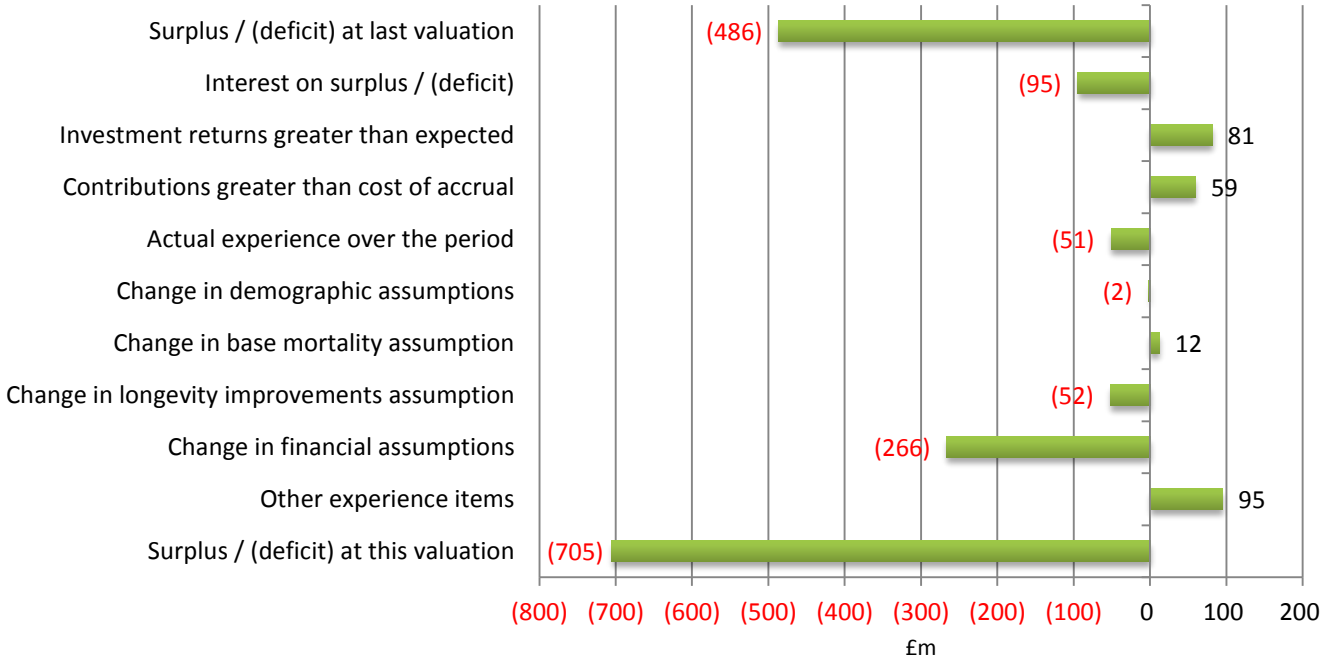
Valuation Date	31 March 2010	31 March 2013
Past Service Position	***(£m)***	**(£m)**
Past Service Liabilities		
Employees	1,051	1,176
Deferred Pensioners	362	553
Pensioners	1,009	1,460
Total Liabilities	2,422	3,189
Market Value of Assets	1,936	2,484
Surplus / (Deficit)	**(486)**	**(705)**
Funding Level	**80%**	**78%**

The main funding objective was not met: there was a shortfall of assets to the assessed cost of members' benefits of £705m.



Summary of changes to the funding position

The chart below illustrates the factors that caused the funding position to deteriorate between 31 March 2010 and 31 March 2013:



Further comments on these some of the items in this chart:

- There is an interest cost of £95m. This is broadly three years of compound interest at 6.1% p.a. applied to the previous valuation deficit of £486m.
- Investment returns being higher than expected since 2010 lead to a gain of £81m. This is roughly the difference between the actual and expected three-year return (roughly 19%) applied to the whole fund assets from the previous valuation of £1,936m, with a further allowance made for cashflows during the period.
- The impact of the change in demographic assumptions has been a loss of around £2m.
- The change in mortality assumptions (baseline and improvements) has given rise to a loss of £40m. This is mainly due to the change in assumed longevity improvements.
- The change in financial conditions between the previous valuation has led to a loss of £266m. This is due to a decrease in the real discount rate between 2010 and 2013. This has been partially been offset by the 0.8% p.a. increase in our assumption of the gap between RPI and CPI and the lower future salary increase assumption.
- Other experience items, such as changes in the membership data, have served to decrease the deficit at this valuation by around £95m.
- Note that the benefit changes that come into effect as at 1 April 2014 do not change the funding position as all past service benefits to 31 March 2014 are protected.



Future service

We have calculated the average long-term contribution rate that the Fund employers would need to pay to meet the estimated cost of members' benefits that will be earned after 31 March 2013 (the 'future service contribution rate'). Again, we have used the assumptions set out in the previous section of this report and the method set out in **Appendix C**. The resulting contribution rate is that which should (if the actuarial assumptions about the future are borne out in practice) ensure that the Administering Authority's main future service funding objective is met. The table below details this future service contribution rate for 31 March 2013 and shows the 31 March 2010 for comparison.

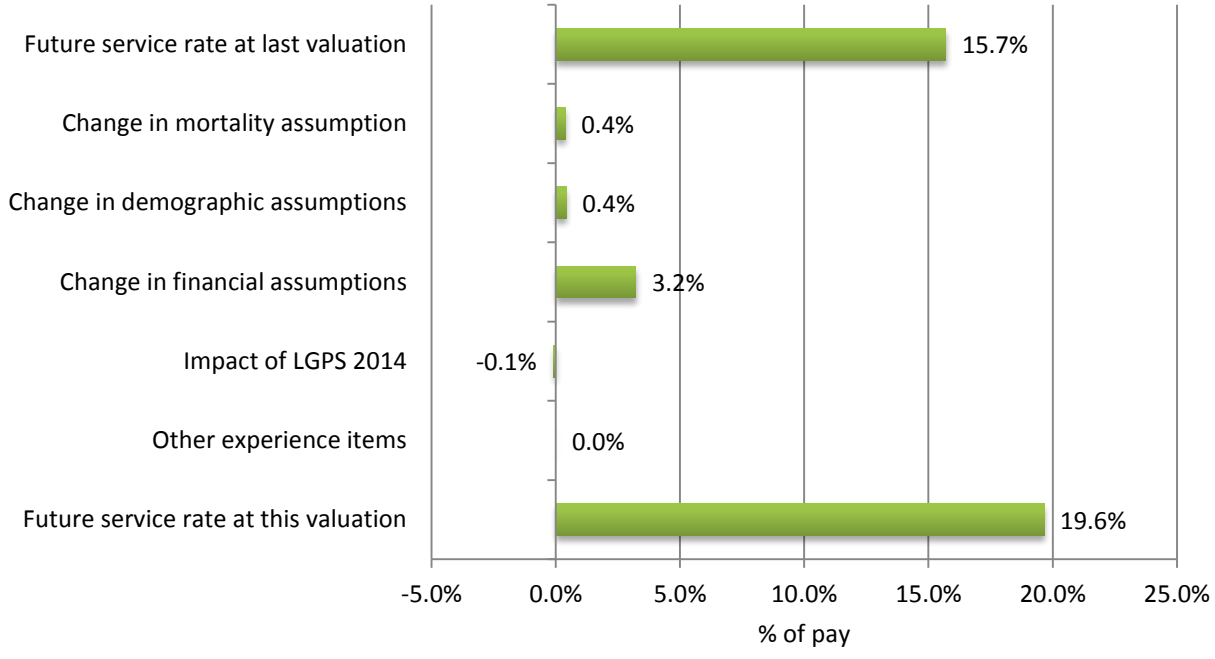
Valuation Date	31 March 2010	31 March 2013
Future service rate	**% of pay**	**% of pay**
Employer future service rate (excl. expenses)	15.2%	19.2%
Expenses	0.5%	0.4%
Total employer future service rate (incl. expenses)	**15.7%**	**19.6%**
Employee contribution rate	6.6%	6.2%

Note that the employee contribution rate includes any additional contributions being paid by employees as at 31 March 2013. This future service contribution rate makes no allowance for the past service deficit in the Fund described above.

The average future service rate for Fund employers is 19.6% of pay. This rate is calculated as at 31 March 2013 and therefore forms part of the total contribution rate payable by employers from 1 April 2014. Note this rate makes an allowance for changes to the benefit structure that take effect from 1 April 2014. In practice, a future service rate for each employer has been calculated which is based on their particular circumstances and membership profile. The rate above is an average future service rate for the Fund as a whole.

Summary of changes to the future service rate

The chart below illustrates the factors that caused the future service rate to increase between 31 March 2010 and 31 March 2013:





As can be seen from this chart, the factors that have had the biggest impact on the future service rate between 2010 and 2013 are broadly similar to those discussed for the past service position.

In addition to this, the impact of the LGPS 2014 scheme has resulted in a slight reduction in contribution rate of 0.1% of payroll. This is because of the salary increase assumption used at 2013. As there is not much difference between salary increases and the CARE revaluation rate (3.3% vs 2.5%), the saving made by moving from a final salary to a CARE scheme (along with the change in retirement age and 50/50 option) is offset by the increase in accrual rate and hence the minimum impact on the contribution rate.

Total common contribution rate payable

The total (or "common") contribution rate payable is the average future service rate for Fund employers plus an additional amount to recover the deficit and bring the funding level back to 100% over a period of 20 years, as set out in the Funding Strategy Statement. This additional amount is referred to as the past service adjustment.

The common contribution rate based on the funding position as at 31 March 2013 is detailed below along with the results for 31 March 2010:

Valuation Date	31 March 2010	31 March 2013
Total contribution rate	**% of pay**	**% of pay**
Future service rate (incl. expenses)	15.7%	19.6%
Past service adjustment (20 year spread)	6.7%	10.0%
Total employer contribution rate	**22.4%**	**29.6%**

This does not represent the rate which any one employer is actually required to pay, nor is it the average of the actual employer rates. The actual employer contributions payable from 1 April 2014 are given in **Appendix G**, and these have been devised in line with the Funding Strategy Statement: see **section 6.**



5 Risk Assessment

The valuation results depend critically on the actuarial assumptions that are made about the future of the Fund. If all of the assumptions made at this valuation were exactly borne out in practice then the results presented in this document would represent the true cost of the Fund as it currently stands at 31 March 2013.

However, no one can predict the future with certainty and it is unlikely that future experience will exactly match all of our assumptions. The future therefore presents a variety of risks to the Fund and these should be considered as part of the valuation process. In particular:

- The main risks to the financial health of the Fund should be **identified**.
- Where possible, the financial significance of these risks should be **quantified**.
- Consideration should be given as to how these risks can then be **controlled** or **mitigated**.
- These risks should then be **monitored** to assess whether any mitigation is actually working.

This section investigates the potential implications of the actuarial assumptions not being borne out in practice.

Set out below is a brief assessment of the main risks and their effect on the valuation results, beginning with a look at the effect of changing the main assumptions and then focusing on the two most significant risks – namely investment risk and longevity risk.

Sensitivity of valuation results to changes in assumptions

The table below gives an indication of the sensitivity of the valuation results to small changes in some of the main assumptions used.

		Impact	
Assumption	**Change**	**Deficit (£m)**	**Future service rate (% of pay)**
Discount rate	Increases by 0.5%	Falls by £300m	Falls by 3%
Salary increases	Increases by 0.5%	Rises by £85m	-
Price inflation / pension increases	Increases by 0.5%	Rises by £242m	Rises by 4%
Life expectancy	Increases by 1 year	Rises by £96m	Rises by 1%

This is not an exhaustive list of the assumptions used in the valuation. For example, changes to the assumed level of withdrawals and ill health retirements will also have an effect on the valuation results. However, the table contains those assumptions that typically are of most interest and have the biggest impact.

Note that the table shows the effect of changes to each assumption in isolation. In reality, it is perfectly possible for the experience of the Fund to deviate from more than one of our assumptions simultaneously and so the precise effect on the funding position is therefore more complex.



Investment risk

Sensitivity of valuation results to market conditions and investment performance

As the assets of the Fund are taken at their market value, volatility in investment performance can have an immediate and tangible effect on the funding level and deficit. This is particularly relevant because the Fund is invested predominantly in riskier assets such as equities and equity-type investments (e.g. property). A rise or fall in the level of equity markets has a direct impact on the financial position of the Fund, which may seem obvious.

Less obvious is the effect of anticipated investment performance on the Fund's liabilities (and future service cost). Here it is the returns available on government bonds that are of crucial importance, as the discount rate that we use to place a value on the Fund's liabilities is based on gilt yields at the valuation date plus a margin of 1.55% p.a.

The table below shows how the funding level (top), deficit (middle, in £m) and total contribution rate (bottom, as % of pay) would vary if investment conditions at 31 March 2013 had been different. The level of the FTSE 100 Price index is taken as a suitable proxy for asset performance whilst the index-linked gilt yield is taken as a yardstick for the valuation of liabilities.

Index Linked Gilt Yield	5912	6412	6912
	FTSE 100 Price Index		
-0.10%	76% (742) 29.0%	81% (590) 26.9%	86% (438) 24.7%
-0.30%	73% (857) 31.8%	78% (705) 29.6%	83% (553) 27.5%
-0.50%	70% (977) 34.6%	75% (825) 32.5%	80% (673) 30.3%

The shaded box contains the results for this valuation. Note that this does not take account of the performance of all asset classes held by the Fund (e.g. overseas equities, property, bonds, cash etc.) but it does serve to highlight, in broad terms, the sensitivity of the valuation results to investment conditions at the valuation date.

Note that the scenarios illustrated above are by no means exhaustive. They should not be taken as the limit of how extreme future investment experience could be. The discount rate assumption adopted at this valuation is expected to be appropriate over the long term. Short term volatility of equity markets does not invalidate this assumption.

Longevity risk

The valuation results are also very sensitive to unexpected changes in future longevity. All else being equal, if longevity improves in the future at a faster pace than allowed for in the valuation assumptions, the funding level will decline and the required employer contribution rates will increase.

Recent medical advances, changes in lifestyle and a greater awareness of health-related matters have resulted in life expectancy amongst pension fund members improving in recent years at a faster pace than was originally foreseen. It is unknown whether and to what extent such improvements will continue in the future.

For the purposes of this valuation, we have selected assumptions that we believe make an appropriate allowance for future improvements in longevity, based on the actual experience of the Fund since the previous valuation.



The table below shows how the valuation results at 31 March 2013 are affected by adopting different longevity assumptions.

	Impact	
Longevity assumption	**Deficit (£m)**	**Future service rate**
2013 valuation (with improvements)	(705)	19.6%
2013 valuation (further improvements)	(838)	20.6%
1 year extra	(937)	21.4%

The shaded box contains the results for this valuation.

Full details of the longevity improvements adopted at this valuation are set out in **Appendix E**.

The "further improvements" are a more cautious set of improvements that, in the short term, assume the 'cohort effect' of strong improvements in life expectancy currently being observed amongst a generation born around the early and mid 1930s will continue to strengthen for a few more years before tailing off. This is known as "non-peaked".

The "1 year extra" figures relative to a further year of life expectancies beyond those assumed in "further improvements".

Again, the range of assumptions shown here is by no means exhaustive and should not be considered as the limits of how extreme future longevity experience could be.

Other risks to consider

The table below summarises the effect that changes in some of the other valuation assumptions and risk factors would have on the funding position. Note that these are probably unlikely to have a large financial impact on the Fund and therefore the analysis is qualitative rather than quantitative.

	Impact	
Factor	**Funding level**	**Future service rate**
Greater level of ill health retirement	Decreases	Marginal
Reduced level of withdrawals	Decreases	Marginal
Rise in average age of employee members	Marginal effect	Increases
Lower take up of 50:50 option	No impact	Increases

One further risk to consider is the possibility of future changes to Regulations that could materially affect the benefits that members become entitled to. It is difficult to predict the nature of any such changes but it is not inconceivable that they could affect not just the cost of benefits earned after the change but could also have a retrospective effect on the past service position (as the move from RPI to CPI-based pension increases already has).

Managing the risks

Whilst there are certain things, such as the performance of investment markets or the life expectancy of members, that are not directly within the control of the pension fund, that does not mean that nothing can be done to understand them further and to mitigate their effect. Although these risks are difficult (or impossible) to eliminate, steps can be taken to manage them.

Ways in which some of these risks can be managed could be:

- Set aside a specific reserve to act as a cushion against adverse future experience (possibly by selecting a set of actuarial assumptions that are deliberately more prudent).
- Take steps internally to monitor the decisions taken by members and employers (e.g. relating to early / ill health retirements or salary increases) in a bid to curtail any adverse impact on the Fund.



- Pooling certain employers together at the valuation and then setting a single (pooled) contribution rate that they will all pay. This can help to stabilise contribution rates (at the expense of cross-subsidy between the employers in the pool during the period between valuations).
- Carrying out a review of the future security of the Fund's employers (i.e. assessing the strength of employer covenants).
- Carry out a bespoke analysis of the longevity of Fund members and monitor how this changes over time, so that the longevity assumptions at the valuation provide as close a fit as possible to the particular experience of the Fund.
- Undertake an asset-liability modelling exercise that investigates the effect on the Fund of possible investment scenarios that may arise in the future. An assessment can then be made as to whether long term, secure employers in the Fund can stabilise their future contribution rates (thus introducing more certainty into their future budgets) without jeopardising the long-term health of the Fund.
- Introduce an explicit salary increase recharge mechanism to protect the Fund against employers awarding higher than expected salary increases.
- Purchasing ill health liability insurance to mitigate the risk of an ill health retirement impacting on solvency and funding level of an individual employer where appropriate.
- Monitoring different employer characteristics in order to build up a picture of the risks posed. Examples include membership movements, cash flow positions and employer events such as cessations.

We would be delighted to set out in more detail the risks that affect the Fund and discuss with you possible strategies for managing them.



6 Related issues

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

- the Funding Strategy Statement, which in particular highlights how different types of employer in different circumstances have their contributions calculated;
- the Statement of Investment Principles (e.g. the discount rate must be consistent with the Fund's asset strategy);
- the general governance of the Fund, such as meetings of the Pensions Committee, decisions delegated to officers, the Fund's business plan, etc;
- the Fund's risk register; and
- the register of Fund employers.

Further recommendations

Valuation frequency

Under the provisions of the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2016. In light of the uncertainty of future financial conditions, we recommend that the financial position of the Fund (and for individual employers in some cases) is monitored by means of interim funding reviews in the period up to this next formal valuation. This will give early warning of changes to funding positions and possible contribution rate changes.

Investment strategy and risk management

We recommend that the Administering Authority continues to regularly review its investment strategy and ongoing risk management programme.

New employers joining the Fund

Any new employers or admission bodies joining the Fund should be referred to the Fund actuary for individual calculation as to the required level of contribution.

Additional payments

Employers may make voluntary additional contributions to recover any shortfall over a shorter period, subject to agreement with the Administering Authority and after receiving the relevant actuarial advice.

Further sums should be paid to the Fund by employers to meet the capital costs of any unreduced early retirements, reduced early retirements before age 60 and/or augmentation (i.e. additional membership or additional pension) using the methods and factors issued by us from time to time or as otherwise agreed.

In addition, payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.

Cessations and bulk transfers

Any Admission Body who ceases to participate in the Fund should be referred to us in accordance with Regulation 38 of the Administration Regulations.

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund, or



- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement should be referred to us to consider the impact on the Fund.



7 Reliances and limitations

Scope

This document has been requested by and is provided to Norfolk County Council in its capacity as Administering Authority to the Norfolk Pension Fund. It has been prepared by Hymans Robertson LLP to fulfil the statutory obligations in accordance with regulation 36 of the Administration Regulations. None of the figures should be used for accounting purposes (e.g. under FRS17 or IAS19) or for any other purpose (e.g. a termination valuation under Regulation 38(1)).

This document should not be released or otherwise disclosed to any third party without our prior written consent, in which case it should be released in its entirety. Hymans Robertson LLP accepts no liability to any other party unless we have expressly accepted such liability.

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have previously issued a separate report confirming that the data provided is fit for the purposes of this valuation and have commented on the quality of the data provided. The data used in our calculations is as per our report of 19 July 2013.

Actuarial Standards

The following Technical Actuarial Standards[1] are applicable in relation to this report and have been complied with where material:

- TAS R – Reporting;
- TAS D – Data;
- TAS M – Modelling; and
- Pensions TAS.



Gemma Sefton

Fellow of the Institute and Faculty of Actuaries

31 March 2014



John Wright

Fellow of the Institute and Faculty of Actuaries

31 March 2014

[1] Technical Actuarial Standards (TASs) are issued by the Financial Reporting Council (FRC) and set standards for certain items of actuarial work, including the information and advice contained in this report.



Appendix A: About the pension fund

For more details please refer to the Fund's Funding Strategy Statement.

The purpose of the Fund is to provide retirement and death benefits to its members. It is part of the Local Government Pension Scheme (LGPS) and is a multi-employer defined benefit pension scheme.

Defined benefit pension scheme

In a defined benefit scheme such as this, the nature of retirement benefits that members are entitled to is known in advance. For example, it is known that members will receive a pension on retirement that is linked to their salary and pensionable service according to a pre-determined formula.

However, the precise cost to the Fund of providing these benefits is **not** known in advance. The estimated cost of these benefits represents a liability to the Fund and assets must be set aside to meet this. The relationship between the value of the liabilities and the value of the assets must be regularly assessed and monitored to ensure that the Fund can fulfil its core objective of providing its members with the retirement benefits that they have been promised.

Liabilities

The Fund's liabilities are the benefits that will be paid in the future to its members (and their dependants).

The precise timing and amount of these benefit payments will depend on future experience, such as when members will retire, how long they will live for in retirement and what economic conditions will be like both before and after retirement. Because these factors are not known in advance, assumptions must be made about future experience. The valuation of these liabilities must be regularly updated to reflect the degree to which actual experience has been in line with these assumptions.

Assets

The Fund's assets arise from the contributions paid by its members and their employers and the investment returns that they generate. The way these assets are invested is of fundamental importance to the Fund. The selection, monitoring and evolution of the Fund's investment strategy are key responsibilities of the Administering Authority.

As the estimated cost of the Fund's liabilities is regularly re-assessed, this effectively means that the amount of assets required to meet them is a moving target. As a result, at any given time the Fund may be technically in surplus or in deficit.

A contribution strategy must be put in place which ensures that each of the Fund's employers pays money into the Fund at a rate which will target the cost of its share of the liabilities in respect of benefits already earned by members and those that will be earned in the future.

The long-term nature of the Fund

The pension fund is a long-term commitment. Even if it were to stop admitting new members today, it would still be paying out benefits to existing members and dependants for many decades to come. It is therefore essential that the various funding and investment decisions that are taken now recognise this and come together to form a coherent long-term strategy.

In order to assist with these decisions, the Regulations require the Administering Authority to obtain a formal valuation of the Fund every three years. Along with the Funding Strategy Statement, this valuation will help determine the funding objectives that will apply from 1 April 2014.



Appendix B: Summary of the Fund's benefits

Provided below is a brief summary of the non-discretionary benefits that we have taken into account for active members at this valuation. This shouldn't be taken as a comprehensive statement of the exact benefits to be paid. For further details please see the Regulations.

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Normal retirement age (NRA)	Age 65.	Age 65.	Equal to the individual member's State Pension Age (minimum 65).
Earliest retirement age (ERA) on which immediate unreduced benefits can be paid on voluntary retirement	As per NRA (age 65). Protections apply to active members in the scheme immediately prior to 1 October 2006 who would have been entitled to immediate payment of unreduced benefits prior to 65, due to: The benefits relating to various segments of scheme membership are protected as set out in Schedule 2 to the Local Government Pension Scheme (Transitional Provisions) Regulations 2008 and associated GAD guidance.		As per NRA (minimum age 65). Protections apply to active members in the scheme for pensions earned up to 1 April 2014, due to: a) Accrued benefits relating to pre April 2014 service at age 65. b) Continued 'Rule of 85' protection for qualifying members. c) Members within 10 yrs of existing NRA at 1/4/12 – no change to when they can retire and no decrease in pension they receive at existing NRA.
Member contributions	Officers - 6% of pensionable pay Manual Workers – 5% of pensionable pay if has protected lower rates rights or 6% for post 31 March 1998 entrants or former entrants with no protected rights.	Banded rates (5.5%-7.5%) depending upon level of full-time equivalent pay. A mechanism for sharing any increased scheme costs between employers and scheme members is included in the LGPS regulations.	Banded rates (5.5%-12.5%) depending upon level of actual pay. A mechanism for sharing any increased scheme costs between employers and scheme members is included in the LGPS regulations.
Pensionable pay	All salary, wages, fees and other payments in respect of the employment, excluding non-contractual overtime and some other specified amounts. Some scheme members may be covered by special agreements.		Pay including non-contractual overtime and additional hours.
Final pay	The pensionable pay in the year up to the date of leaving the scheme. Alternative methods used in some cases, e.g. where there has been a break in service or a drop in pensionable pay. Will be required for the statutory underpin and in respect of the final salary link that may apply in respect of certain members of the CARE scheme who have pre April 2014 accrual.		n/a



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Period of scheme membership	Total years and days of service during which a member contributes to the Fund. (e.g. transfers from other pension arrangements, augmentation, or from April 2008 the award of additional pension). For part time members, the membership is proportionate with regard to their contractual hours and a full time equivalent). Additional periods may be granted dependent on member circumstances.		n/a
Normal retirement benefits at NRA	Annual Retirement Pension - 1/80th of final pay for each year of scheme membership. Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership. Additional lump sum can be provided by commutation of pension (within overriding limits) on a basis of £12 additional lump sum for each £1 of pension surrendered.	Scheme membership to 31 March 2008: Annual Retirement Pension - 1/80th of final pay for each year of scheme membership. Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership. Scheme membership from 1 April 2008: Annual Retirement Pension - 1/60th of final pay for each year of scheme membership. Lump Sum Retirement Grant – none except by commutation of pension.	Scheme membership from 1 April 2014: Annual Retirement Pension - 1/49th of pensionable pay (or assumed pensionable pay) for each year of scheme membership. Lump Sum Retirement Grant - None except by commutation of pension
Option to increase retirement lump sum benefit	In addition to the standard retirement grant any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.
Voluntary early retirement benefits (non ill-health)	On retirement after age 60, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).		On retirement after age 55, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Employer's consent early retirement benefits (non ill-health)	On retirement after age 55 with employer's consent. Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction. Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer.		n/a Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction. Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer.
Ill-health benefits	As a result of permanent ill-health or incapacity. Immediate payment of unreduced benefits. Enhancement to scheme membership, dependent on actual membership. Enhancement seldom more than 6 years 243 days.	As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before age 65. Immediate payment of unreduced benefits. Enhanced to scheme membership, dependent on severity of ill health. 100% of prospective membership to age 65 where no likelihood of undertaking any gainful employment prior to age 65; 25% of prospective membership to age 65 where likelihood of obtaining gainful employment after 3 years of leaving, but before age 65; or 0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment	As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before NRA. Immediate payment of unreduced benefits. Enhanced to scheme membership, dependent on severity of ill health. 100% of prospective membership to age 65 where no likelihood of undertaking any gainful employment prior to age 65; 25% of prospective membership to age 65 where likelihood of obtaining gainful employment after 3 years of leaving, but before age 65; or 0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Flexible retirement	After 5th April 2006, a member who has attained the age of 50, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may elect in writing to the appropriate administering authority that such benefits may, with his employer's consent, be paid to him notwithstanding that he has not retired from that employment. Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.	A member who has attained the age of 55 and who, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may make a request in writing to the appropriate administering authority to receive **all or part** of his benefits, Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.	
Pension increases	All pensions in payment, deferred pensions and dependant's pensions other than benefits arising from the payment of additional voluntary contributions are increased annually. Pensions are increased partially under the Pensions (Increases) Act and partially in accordance with statutory requirements (depending on the proportions relating to pre 88 GMP, post 88 GMP and excess over GMP).		
Death after retirement	A spouse's or civil partner's pension of one half of the member's pension (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners) is payable; plus If the member dies within five years of retiring and before age 75 the balance of five years' pension payments will be paid in the form of a lump sum; plus Children's pensions may also be payable.	A spouse's, civil partner's or nominated cohabiting partner's pension payable at a rate of 1/160th of the member's total membership multiplied by final pay (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners) is payable; plus If the member dies within ten years of retiring and before age 75 the balance of ten years' pension payments will be paid in the form of a lump sum; plus Children's pensions may also be payable.	



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Death in service	A lump sum of two times final pay; plus A spouse's or civil partner's pension of one half of the ill-health retirement pension that would have been paid to the scheme member if he had retired on the day of death (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners); plus Children's pensions may also be payable.	A lump sum of three times final pay; plus A spouse's, civil partner's or cohabiting partner's pension payable at a rate of 1/160th of the member's total (augmented to age 65) membership (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners), multiplied by final pay; plus Children's pensions may also be payable.	
Leaving service options	If the member has completed three months' or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions ; or A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or If the member has completed less than three months' scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.		If the member has completed two years or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions ; or A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or If the member has completed less than two years scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.
State pension scheme	The Fund is contracted-out of the State Second Pension and the benefits payable to each member are guaranteed to be not less than those required to enable the Fund to be contracted-out.		
Assumed pensionable pay	n/a		This applies in cases of reduced contractual pay (CPP) resulting from sickness, child related and reserve forces absence, whereby the amount added to the CPP is the assumed pensionable pay rather than the reduced rate of pay actually received.
50/50 option	n/a		Optional arrangement allowing 50% of main benefits to be accrued on a 50% contribution rate.



Note: Certain categories of members of the Fund are entitled to benefits that differ from those summarised above.

Discretionary benefits

The LGPS Regulations give employers a number of discretionary powers. The effect on benefits or contributions as a result of the use of these provisions as currently contained within the Local Government Pension Scheme Regulations has been allowed for in this valuation to the extent that this is reflected in the membership data provided. No allowance has been made for the future use of discretionary powers that will be contained within the scheme from 1 April 2014.



Appendix C: About the valuation

For more details please refer the Fund's Funding Strategy Statement.

It is important to realise that the actual cost of the pension fund (i.e. how much money it will ultimately have to pay out to its members in the form of benefits) is currently unknown. This cost will not be known with certainty until the last benefit is paid to the last pensioner. The core purpose of this valuation is to estimate what this cost will be, so that the Fund can then develop a strategy to meet it.

Such a valuation can only ever be an estimate – as the future cannot be predicted with certainty. However, as actuaries, we can use our understanding of the Fund and the factors that affect it to determine an anticipated cost which is as sensible and realistic as possible. A decision can then be made as to how much is set aside now to meet this anticipated cost. The pace of this funding can vary according to the level of prudence that is built into the valuation method and assumptions.

For this valuation, as for the previous valuation, our calculations identify separately the expected cost of members' benefits in respect of scheme membership completed before the valuation date ("past service") and that which is expected to be completed after the valuation date ("future service").

Past service

The principal measurement here is the comparison at the valuation date of the assets (taken at market value) and the value placed on the Fund's liabilities (calculated using a market-based approach). By maintaining a link to the market in both cases, this helps ensure that the assets and liabilities are valued in a consistent manner. Our calculation of the Fund's liabilities also explicitly allows for expected future pay and pension increases.

The funding level is the ratio of assets to liabilities at the valuation date. A funding level of less/more than 100% implies that there is a deficit/surplus in the Fund at the valuation date.

The funding target is to eliminate any deficit (or surplus) over a specified period and therefore get back to a funding level of 100%. To do so, additional contributions may be required to be paid into the Fund, either via lump sums or by increasing the employer's contribution rate. These additional contributions are known as the past service adjustment.

Future service

In addition to benefits that have already been earned by members prior to the valuation date, employee members will continue to earn new benefits in the future. The cost of these new benefits must be met by both employers and employees. The employers' share of this cost is known as the future service contribution rate.

For these initial valuation results for the Fund as a whole, we have calculated the future service rate as the cost of benefits being earned by members over the year following the valuation, taking account of expected future salary increases until retirement. If new entrants are admitted to the Fund to the extent that the overall membership profile remains broadly unchanged (and if the actuarial assumptions are unchanged) then the future service rate should be reasonably stable.

This funding method we have used is known as the Projected Unit Method. As well as the whole fund, it is appropriate for individual employers that continue to admit new entrants to the Fund.



However, some participating employers may have a policy of not admitting new entrants. In this case, the membership profile will inevitably begin to age. Under these circumstances, the Projected Unit Method is arguably no longer appropriate and will not promote sufficient stability in the future service rate. For these employers, we will adopt a funding method known as the Attained Age Method, which effectively looks at the cost of benefits that members will earn over the entirety of their remaining working lifetime (rather than just the year following the valuation).

Combining this future service rate with any past service adjustment required to repay a deficit (or reduce a surplus) gives us the total contribution rate. The total rate for the Fund as a whole is known as the common contribution rate. This is really just a notional figure. In practice, each individual employer will have a contribution rate which reflects their own particular circumstances.

The sensitivity of valuation results

The aim of this valuation is not only to determine these important figures but also to demonstrate their sensitivity to a number of key influences. This will promote an understanding of how the expected cost of the Fund may change in response to uncertain future events (e.g. changes in life expectancy or investment returns). Please refer to **section 5** for details of the sensitivity analysis.



Appendix D: Data

This section contains a summary of the membership, investment and accounting data provided by the Administering Authority for the purposes of this valuation (the corresponding membership and investment data from the previous valuation is also shown for reference). For further details of the data, and the checks and amendments performed in the course of this valuation, please refer to our separate report.

Membership data – whole fund

Employee members

	31 March 2010		31 March 2013	
	Number	Pensionable Pay* (£000)	Number	Pensionable Pay* (£000)
Total employee membership	27,646	436,982	25,760	399,664

*actual pay (not full-time equivalent)

Deferred pensioners

	31 March 2010		31 March 2013	
	Number	Deferred pension (£000)	Number	Deferred pension (£000)
Total deferred membership	19,465	22,658	24,282	31,137

The figures above also include any “status 2” and “status 9” members at the valuation date.

Current pensioners, spouses and children

	31 March 2010		31 March 2013	
	Number	Pension (£000)	Number	Pension (£000)
Members	14,072	64,171	17,197	84,619
Dependants	2,372	5,803	2,567	6,759
Children	89	104	137	164
Total pensioner members	**16,533**	**70,079**	**19,901**	**91,542**

Note that the membership numbers in the table above refer to the number of records provided to us and so will include an element of double-counting in respect of any members who are in receipt (or potentially in receipt of) more than one benefit.

Membership Profile	Average Age (years)		FWL (years)	
	2010	2013	2010	2013
Employees	51.2	51.0	7.6	9.0
Deferred Pensioners	50.1	50.3	-	-
Pensioners	66.4	66.7	-	-

The average ages are highlighted by liability.

The expected future working lifetime (FWL) indicates the anticipated length of time that the average employee member will remain as a contributor to the Fund. Note that it allows for the possibility of members leaving, retiring early or dying before retirement.



Membership data – individual employers

Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
32	Norfolk County Council	5,778	122,921	6,110	10,160	6,953	35,862
35	Norfolk CC (Schools)	9,400	69,577	8,726	3,358	3,277	6,541
45	Norfolk Police Authority	1,262	30,543	746	1,413	649	2,760
61	Norfolk County Services	0	-	242	130	414	695
287	Breckland Council	200	5,098	343	1,059	462	2,654
293	Broadland District Council	237	5,505	210	375	231	1,658
378	Great Yarmouth Borough Council	345	8,228	287	569	825	4,536
453	North Norfolk District Council	253	5,997	225	575	449	2,670
462	Norwich City Council	538	13,304	894	2,285	1,832	9,525
527	South Norfolk Council	329	8,047	344	747	349	2,311
555	Motor Taxation (Dept of Transport)	0	-	0	-	1	-
594	Kings Lynn & West Norfolk B.C	518	11,257	530	959	694	4,222
600	Downham & Stow Bardolph I D B	1	-	1	-	5	21
601	East of Ouse, Polver & Nar I D B	3	-	1	-	6	43
604	Stoke Ferry I D B	0	-	1	-	4	20
605	Smallburgh I D B	0	-	0	-	0	-
607	King's Lynn IDB (KLIDB)	15	349	7	32	31	274
608	Fakenham Town Council	1	-	2	-	8	29
609	Hellesdon Parish Council	7	128	5	7	2	-
610	Sprowston Parish Council	11	194	6	6	11	49
611	Norfolk Valuation Tribunal	0	-	2	-	4	30
612	Eastern Sea Fisheries Joint Committee	22	658	23	77	14	96
613	Thetford Town Council	11	214	8	12	26	71
614	Wymondham Town Council	6	119	3	-	9	15
615	Cromer Town Council	2	-	1	-	2	-
616	Diss Town Council	8	135	3	-	3	-
617	North Walsham Town Council	3	-	0	-	4	17
618	Old Catton Parish Council	1	-	1	-	2	-
619	Norfolk Probation Service	0	-	132	225	189	1,210
620	Norfolk Magistrates' Courts Service	0	-	132	516	96	728
625	Norfolk Rivers I D B	2	-	0	-	0	-
626	Taverham Parish Council	4	-	1	-	1	-
627	Southery & District I D B	7	233	2	-	4	28
628	Cringleford Parish Council	3	-	1	-	0	-
630	Swaffham Town Council	4	-	3	-	3	-
631	Downham Market Town Council	5	89	8	8	2	-
632	Broads Authority	119	2,677	88	215	69	338
633	Costessey Parish Council	4	-	2	-	6	22
634	Norfolk CC (Wymondham College)	0	-	64	53	78	288
635	Spixworth Parish Council	1	-	0	-	0	-
636	Hethersett Parish Council	0	-	1	-	0	-
637	Dereham Town Council	5	124	4	-	2	-
639	Norfolk CC (Heacham Middle School)	0	-	1	-	3	-
643	Norfolk CC (Cromer High School)	0	-	19	11	8	45
645	Norfolk CC (Downham Market High School)	0	-	23	18	20	41
646	Norfolk CC (Marshland High School)	0	-	21	21	6	13
650	Sheringham High School	0	-	1	-	2	-
653	Cawston Parish Council	1	-	0	-	1	-
659	City College, Norwich	310	4,509	579	727	273	852
660	Norwich University College of the Arts	103	2,394	103	106	53	284
661	Great Yarmouth College of F. E.	149	2,023	189	229	78	217
662	College of West Anglia	341	5,557	427	464	211	825
663	Easton College	0	-	177	123	41	133
664	Paston College	38	553	37	23	17	28
665	East Norfolk Sixth Form College	61	896	41	28	25	67
666	Anglian Water	0	-	0	-	7	29
667	Aylsham Town Council	5	90	1	-	0	-
675	Dersingham Parish Council	1	-	1	-	0	-
682	Bradwell Parish Council	1	-	0	-	0	-
683	Thorpe St. Andrew Parish Council	5	95	5	8	7	9
684	Brundall Parish Council	1	-	1	-	1	-
685	Redenhall with Harleston Town Council	6	80	1	-	1	-
686	Buxton With Lamas Parish Council	1	-	0	-	0	-
687	Poringland Parish Council	6	58	3	-	0	-
688	Norfolk CC (Springwood High School)	0	-	52	37	12	29
689	Attleborough Town Council	5	90	1	-	1	-
690	Martham Parish Council	1	-	1	-	0	-
691	Reepham Town Council	0	-	1	-	1	-
692	Loddon Parish Council	2	-	1	-	1	-
693	Mundesley Parish Council	1	-	1	-	0	-
694	Acle Parish Council	1	-	0	-	0	-
695	Broads (2006) IDB	2	-	2	-	0	-
696	Norfolk CC (St Edmund's Community Foundation School)	0	-	6	3	0	-
697	South Walsham Parish Council	0	-	0	-	0	-
698	Upton with Fishley P C	1	-	0	-	0	-
699	Holt Town Council	1	-	0	-	0	-



Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
700	Victory Housing Trust	23	802	14	77	17	101
701	Keswick Hall College of Education	0	-	1	-	5	15
702	Great Yarmouth Port Authority	2	-	25	58	44	256
703	Freebridge Community Housing	86	2,528	64	247	53	363
704	Suffolk Water plc	0	-	0	-	4	60
705	Age Concern Norfolk Ltd	10	242	15	29	51	122
706	Theatre Royal (Norwich) Trust Limited	0	-	0	-	3	-
707	St Michael's House	0	-	0	-	3	-
709	Methodist Youth Holidays Ltd	0	-	0	-	1	-
710	East Anglian Children's Committee	0	-	0	-	1	-
712	Beeston Hall School Trust	0	-	0	-	1	-
715	Riversdale Multi-Purpose Centre	0	-	1	-	1	-
716	Prospect House Management Committee	0	-	0	-	1	-
717	Norfolk Scout Association	0	-	0	-	1	-
720	Norfolk Community Alcohol Services (NORCAS)	1	-	1	-	4	16
721	Norfolk Rural Community Council	0	-	0	-	5	23
722	Norwich Airport Limited	44	1,314	112	222	38	185
724	Crome Recreation Centre	0	-	0	-	2	-
725	Duke Street Recreation Centre	0	-	0	-	1	-
726	Norman Recreation Centre	0	-	0	-	2	-
727	Age Concern (Norwich)	0	-	3	-	9	30
728	Peddars Way Housing Association	0	-	17	72	31	182
730	Circle Anglia Limited	45	1,426	202	585	139	800
731	Crossroads Caring for Carers in Norfolk Ltd	0	-	2	-	0	-
733	Norfolk Association of Local Councils	3	-	2	-	3	-
734	Further Education National Consortium	0	-	18	39	5	29
736	Norfolk Heritage Fleet Trust	1	-	1	-	1	-
737	Wymondham & District Citizens Advice Bureau	0	-	1	-	0	-
739	Anglia Maintenance Services	19	634	35	150	16	91
741	West Norwich Partnership	0	-	1	-	1	-
743	Diss & District CAB	0	-	1	-	1	-
744	Dereham, Watton & Holt CAB	1	-	2	-	1	-
745	Flagship Housing Group	14	424	16	120	26	226
748	Pabulum	0	-	1	-	0	-
749	Childhood First	3	-	2	-	1	-
750	CityCare (Morrison Veolia Ltd)	0	-	134	486	224	1,385
751	Chapelfield Children's Day Nursery	0	-	6	7	0	-
753	S L F Group Ltd	0	-	0	-	1	-
754	Ashfords Grounds Maintenance	0	-	1	-	0	-
755	Air BP	0	-	4	-	2	-
756	Norse Commercial Services	178	4,213	836	654	461	1,094
757	NPS Property Consultants Ltd	291	9,398	198	412	113	1,129
758	Great Yarmouth Racecourse Ltd	1	-	2	-	2	-
759	North Norfolk Community Transport Partnership	0	-	1	-	0	-
761	GYB Services Ltd	127	2,530	64	76	50	312
762	NCS Transport Ltd	137	1,448	67	57	148	268
763	Saffron Housing Trust Limited	147	3,731	70	188	50	326
764	Suffolk Coastal Services	99	2,106	51	111	42	220
765	SERCO Government Services	2	-	0	-	0	-
766	South Wootton Parish Council	4	-	0	-	0	-
767	West Winch Parish Council	0	-	1	-	0	-
768	NPS (South West) Ltd	80	2,597	42	180	32	272
769	Stonham	6	115	7	14	0	-
770	Hales and Heckingham Parish Council	1	-	0	-	0	-
771	Swanton Morley Parish Council	1	-	0	-	0	-
772	NCS (Community Equipment Service)	1	-	44	124	15	64
773	Norfolk CC (Clackhouse Community Primary School)	0	-	4	-	3	-
774	Great Yarmouth Port Company	17	454	13	49	13	130
775	Suffolk Probation Service (Norfolk)	0	-	117	173	150	930
776	King's Lynn (WMA)	10	373	2	-	1	-
777	NHS Nursing	0	-	0	-	5	16
778	Wells-Next-The-Sea Town Council	1	-	0	-	1	-
779	Edwards and Blake	26	181	5	2	3	-
780	NPS (London) Ltd	42	1,650	9	115	23	299
781	Framlingham Earl Parish Council	1	-	1	-	0	-
782	Amey Infrastructure	0	-	2	-	0	-
783	The Exchange	0	-	4	-	1	-
784	Tasburgh Parish Council	0	-	1	-	0	-
785	Open Academy - Heartsease	46	619	35	18	3	-
786	Great Yarmouth Sport and Leisure Trust	3	-	0	-	0	-
788	Hindolveston Parish Council	1	-	0	-	0	-
789	Mattishall Parish Council	1	-	0	-	0	-
790	NPS (South East) Ltd	32	1,062	58	200	45	350
792	City Academy Norwich	34	634	25	19	4	10
793	Sherwood Cleaning Group Ltd	0	-	0	-	1	-
794	Kettlestone Parish Council	1	-	0	-	0	-



Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
795	Scole Parish Council	0	-	1	-	0	-
796	Little Snoring Parish Council	1	-	0	-	0	-
797	Norfolk and Suffolk Probation Service	436	10,648	67	145	66	415
798	May Gurney	32	747	2	-	4	27
799	Biffa Municipal T/A Verdant	24	486	2	-	9	34
800	Great Yarmouth Transport Ltd	0	-	23	84	55	238
801	Norwich Airport Limited (Deemed)	3	-	7	38	68	662
802	Connaught Electrical & Mechanical (ceased)	0	-	1	-	3	-
803	Connaught Heating Service (ceased)	0	-	8	64	0	-
804	Connaught Housing Repair (ceased)	0	-	110	773	60	428
806	Fountains Grounds (ceased)	0	-	2	-	18	111
807	Fountains Street Cleaning (ceased)	0	-	2	-	5	28
808	Northrepps Parish Council	1	-	0	-	0	-
809	Ormiston Venture Academy	45	486	24	6	2	-
810	Ormiston Victory Academy	42	598	19	19	2	-
811	Kings Lynn Academy	54	773	15	15	6	22
812	Thetford Academy	112	1,246	53	19	8	20
813	Martham Academy	29	246	7	5	0	-
814	Stibbard Parish Council	0	-	0	-	0	-
815	Wymondham Academy	172	2,510	21	11	16	49
816	Saxlingham Nethergate Parish Council	1	-	0	-	0	-
817	Kier Support Services (NNDC Contract)	25	372	2	-	7	29
818	Norse Care Ltd (pooled 818 & 819)	8	239	4	-	0	-
819	Norse Care Services Ltd (pooled 818 & 819)	810	11,488	160	160	97	288
820	Springwood Academy Trust	124	923	43	13	2	-
821	Trowse With Newton Parish Council	1	-	0	-	0	-
822	Norwich Free School	6	75	5	5	0	-
823	St Mary's C of E Junior School Academy	24	157	3	-	0	-
824	Diss Academy	55	622	8	4	1	-
825	Wymondham High Academy	74	893	15	5	1	-
826	Cromer Academy	26	343	5	1	3	-
827	Cley Parish Council	0	-	0	-	0	-
828	Lynn Grove Academy	67	803	7	2	0	-
829	Sheringham High Academy	51	452	9	4	2	-
830	Winterton On Sea Parish Council	1	-	0	-	0	-
831	Belton With Browston Parish Council	2	-	0	-	0	-
832	Wayland Academy (Norfolk Academies Trust)	25	241	2	-	2	-
833	Notre Dame High Academy	75	845	2	-	2	-
834	Hellesdon Academy	55	745	5	5	1	-
835	New Anglia LEP	4	-	0	-	0	-
836	Nps Norwich Ltd	58	1,662	0	-	0	-
837	Aylmerton Parish Council	1	-	0	-	0	-
838	Biffa - Clean & Grounds (ceased - cessation assessment undertaken)	0	-	6	24	0	-
839	Hunstanton Town Council	7	76	0	-	0	-
840	Norse Eastern	525	4,305	125	109	43	120
842	Costessey Junior School Academy	20	100	1	-	0	-
843	Great Yarmouth Primary Academy	27	328	2	-	0	-
844	Acle Academy	45	425	3	-	1	-
846	Flegg High School Academy	49	585	2	-	0	-
847	Gt Yarm Comm Trust (Childrens Centres)	2	-	1	-	1	-
848	Afc Thorpe (Childrens Centres)	11	178	2	-	0	-
849	Afc Wells (Childrens Centres)	8	128	1	-	1	-
850	Diamond Academy	17	124	1	-	0	-
851	Easton & Otley College	308	4,257	36	21	4	23
852	Otley College Suffolk (legacy - part of E&O College Pool)	0	-	249	222	58	108
853	RM Education (CoWA contrsct)	4	-	5	18	1	-
854	Reepham High School & College Academy	61	682	3	-	0	-
856	Norfolk Educational Services (pooled with CCN)	176	3,907	3	-	5	25
857	Beighton Parish Council	1	-	0	-	0	-
858	The Nicholas Hamond Academy	35	555	2	-	1	-
860	Ormiston Children & Family Trust (ceased 30 June 2013)	15	247	2	-	9	58
862	Afc Dereham (Childrens Centres)	14	226	2	-	0	-
863	Afc Hethersett (Childrens Centres)	10	185	1	-	0	-
864	4 Children (Childrens Centres)	3	-	1	-	0	-
865	Eaton Hall Academy	37	591	1	-	1	-
866	Admirals Academy	26	157	3	-	0	-
867	Iceni Academy	74	779	0	-	0	-
869	Hobart High School	67	562	1	-	0	-
870	Norse Eastern (Assist Tech Contract)	11	236	0	-	0	-
871	Norwich Norse Ltd	72	1,249	0	-	0	-
873	Circle Care And Support Ltd	1	-	0	-	0	-

Note that for data protection reasons no salary or pension information is detailed where there are 4 or less members.



Assets at 31 March 2013

A summary of the Fund's assets (excluding members' money-purchase Additional Voluntary Contributions) as at 31 March 2013 and 31 March 2010 is as follows:

Asset class	Market Value at 31 March 2010 (£000)	Allocation %	Market Value at 31 March 2013 (£000)	Allocation %
UK equities	432,344	22%	508,247	20%
UK fixed interest gilts	90,880	5%	32,791	1%
UK corporate bonds	153,377	8%	184,924	7%
UK index-linked gilts	34,959	2%	48,128	2%
Overseas equities	861,885	45%	1,164,586	47%
Overseas bonds	68,874	4%	215,963	9%
Property	183,183	9%	276,592	11%
Cash and net current assets	109,076	6%	51,984	2%
Total	**1,934,579**	100%	**2,483,215**	100%

Note that, for the purposes of determining the funding position at 31 March 2013, the asset value we have used also includes the present value of expected future early retirement strain payments (amounting to £0.5m).

Accounting data – revenue account for the three years to 31 March 2013

Consolidated accounts (£000)	Year to			Total
	31 March 2011	31 March 2012	31 March 2013	
Income				
Employer - normal contributions	77,440	78,363	81,913	237,716
Employer - additional contributions	11,974	867	801	13,642
Employer - early retirement and augmentation strain contributions	5,295	4,609	2,456	12,360
Employee - normal contributions	28,324	26,259	25,587	80,170
Employee - additional contributions	1,113	1,012	926	3,051
Transfers In Received (including group and individual)	43,090	18,320	16,467	77,877
Other Income	0	0	0	0
Total Income	**167,236**	**129,430**	**128,150**	**424,816**
Expenditure				
Gross Retirement Pensions	72,840	80,092	87,606	240,538
Lump Sum Retirement Benefits	26,773	26,366	21,886	75,025
Death in Service Lump sum	915	1,287	1,049	3,251
Death in Deferment Lump Sum	62	255	214	531
Death in Retirement Lump Sum	343	844	1,046	2,233
Gross Refund of Contributions	18	19	13	50
Transfers out (including bulk and individual)	6,790	3,822	5,266	15,878
Fees and Expenses	1,875	1,635	1,709	5,219
Total Expenditure	**109,616**	**114,320**	**118,789**	**342,725**
Net Cashflow	**57,620**	**15,110**	**9,361**	**82,091**
Assets at start of year	**1,934,579**	**2,151,188**	**2,197,611**	**1,934,579**
Net cashflow	57,620	15,110	9,361	82,091
Change in value	158,989	31,313	276,243	466,545
Assets at end of year	**2,151,188**	**2,197,611**	**2,483,215**	**2,483,215**
Approximate rate of return on assets	**8.1%**	**1.5%**	**12.5%**	**23.4%**

Note that the figures above are based on the Fund accounts provided to us for the purposes of this valuation, which were fully audited at the time of our valuation calculations.



Appendix E: Assumptions

Financial assumptions

Financial assumptions	31 March 2010 (% p.a.)	31 March 2013 (% p.a.)
Discount rate	6.1%	4.6%
Price inflation	3.8%	3.3%
Pay increases*	5.3%	3.3%
Pension increases:	3.3%	2.5%
pension in excess of GMP	3.3%	2.5%
post-88 GMP	2.8%	2.5%
pre-88 GMP	0.0%	0.0%
Revaluation of deferred pension	3.3%	2.5%
Revaluation of accrued CARE pension	-	2.5%
Expenses	0.4%	0.4%

*An allowance is also made for promotional pay increases (see table below).

Note that the pay increase assumption at 31 March 2013 is actually 1% p.a. for 2010/11, 2011/12 and 2012/13, reverting to 5.3% p.a. thereafter.

Mortality assumptions

Longevity assumptions	31 March 2013
Longevity - baseline	Vita curves
Longevity - improvements	
CMI Model version used	CMI_2010
Starting rates	CMI calibration based on data from Club Vita using the latest available data as at December 2011.
Long term rate of improvement	Period effects: 1.25% p.a. for men and women. Cohort effects: 0% p.a. for men and for women.
Period of convergence	Period effects: CMI model core values i.e. 10 years for ages 50 and below and 5 years for those aged 95 and above, with linear transition to 20 years for those aged between 60 and 80. Cohort effects: CMI core i.e. 40 years for those born in 1947 or later declining linearly to 5 years for those born in 1912 or earlier.
Proportion of convergence remaining at mid point	50%

We have used a longevity improvement assumption based on the latest industry standard and combined information from our longevity experts in Club Vita. The start point for the improvements has been based on observed death rates in the Club Vita data bank over the period.

In the short term we have assumed that the 'cohort effect' of strong improvements in life expectancy currently being observed amongst a generation born around the early and mid 1930s will start to tail off, resulting in life expectancy increasing less rapidly than has been seen over the last decade or two. This is known as 'peaked'.



In the long term (post age 70) we have assumed that increases in life expectancy will stabilise at a rate of increase of 1 year per decade for men and women. This is equivalent to assuming that longer term mortality rates will fall at a rate of 1.25% p.a. for men and women.

However, we have assumed that post age 90 improvements in mortality are hard to achieve, declining between ages 90 and 120 so that no improvements are seen at ages 120 and over. The initial rate of mortality is assumed to decline steadily above age 98.

As a member of Club Vita, the longevity assumptions that have been adopted at this valuation are a bespoke set of VitaCurves that are specifically tailored to fit the membership profile of the Fund. These curves are based on the data you have provided us with for the purposes of this valuation. Full details of these are available on request.

Other demographic valuation assumptions

Retirements in ill health	Allowance has been made for ill-health retirements before Normal Pension Age (see table below).
Withdrawals	Allowance has been made for withdrawals from service (see table below).
Family details	A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. Husbands are assumed to be 3 years older than wives.
Commutation	50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits (equivalent 75% in the new post-April 2008 scheme)
50:50 option	10% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

The tables below show details of the assumptions actually used for specimen ages. The promotional pay scale is an annual average for all employees at each age. It is in addition to the allowance for general pay inflation described above. For membership movements, the percentages represent the probability that an individual at each age leaves service within the following twelve months.



Death in Service tables:

Age	Incidence per 1000 active members per annum			
	Male officers and Post 98	Male Manuals	Female officers and Post 98	Female Manuals
	Death	Death	Death	Death
20	0.21	0.27	0.12	0.15
25	0.21	0.27	0.12	0.15
30	0.26	0.32	0.18	0.22
35	0.30	0.37	0.30	0.37
40	0.51	0.64	0.48	0.60
45	0.85	1.07	0.77	0.97
50	1.36	1.71	1.13	1.42
55	2.13	2.68	1.49	1.87
60	3.83	4.82	1.90	2.39
65	6.38	8.03	2.44	3.07

Promotional salary scale

Age	Promotional Salary Scales							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	FT	PT	FT	PT	FT	PT	FT	PT
20	100	100	100	100	100	100	100	100
25	135	116	100	100	118	105	100	100
30	169	134	100	100	137	111	100	100
35	192	146	100	100	151	116	100	100
40	208	153	100	100	163	121	100	100
45	222	154	100	100	166	122	100	100
50	236	154	100	100	166	122	100	100
55	239	154	100	100	166	122	100	100
60	239	154	100	100	166	122	100	100
65	239	154	100	100	166	122	100	100



Ill Health Early Retirements tables

Tier 1

Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	Ill Health		Ill Health		Ill Health		Ill Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.60	0.60	0.15	0.11	0.79	0.79
30	0.00	0.00	1.11	1.11	0.20	0.15	1.15	1.15
35	0.15	0.11	1.66	1.66	0.40	0.30	1.58	1.58
40	0.25	0.19	2.42	2.42	0.60	0.45	2.30	2.30
45	0.55	0.42	3.33	3.33	0.81	0.60	3.02	3.02
50	1.41	1.06	4.94	4.94	1.51	1.13	4.03	4.03
55	5.53	4.15	11.69	11.69	5.61	4.20	10.83	10.83
60	9.73	7.30	18.74	18.74	11.89	8.92	19.05	19.05
65	18.48	13.86	36.12	36.12	21.37	16.03	36.12	36.12

Tier 2

Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	Ill Health		Ill Health		Ill Health		Ill Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.64	0.64	0.16	0.12	0.84	0.84
30	0.00	0.00	1.18	1.18	0.21	0.16	1.22	1.22
35	0.16	0.12	1.77	1.77	0.43	0.32	1.68	1.68
40	0.27	0.20	2.57	2.57	0.64	0.48	2.45	2.45
45	0.59	0.44	3.53	3.53	0.86	0.64	3.21	3.21
50	1.90	1.42	6.65	6.65	2.03	1.53	5.43	5.43
55	4.27	3.20	9.03	9.03	4.33	3.25	8.37	8.37
60	3.66	2.75	7.05	7.05	4.48	3.36	7.17	7.17
65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Tier 3

Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	Ill Health		Ill Health		Ill Health		Ill Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.48	0.38	0.09	0.07	0.55	0.44
30	0.09	0.07	0.77	0.62	0.15	0.12	0.77	0.61
35	0.12	0.10	1.16	0.93	0.30	0.24	1.11	0.88
40	0.21	0.17	1.61	1.29	0.39	0.31	1.53	1.22
45	0.48	0.38	2.32	1.86	0.62	0.50	1.96	1.56
50	0.26	0.21	0.68	0.54	0.24	0.20	0.58	0.46
55	0.37	0.30	0.77	0.61	0.45	0.36	0.76	0.61
60	0.21	0.17	0.42	0.33	0.25	0.20	0.42	0.33
65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Withdrawal

Less than 2 years' service

Age	Incidence for 1000 active members per annum											
	Male Officers Withdrawals		Male Manuals Withdrawals		Female Officers Withdrawals		Female Manuals Withdrawals		Post 98 Males Withdrawals		Post 98 Females Withdrawals	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
20	304.04	506.74	304.04	506.74	288.39	400.55	288.39	400.55	557.41	1000.00	384.52	640.87
25	200.83	334.72	201.20	335.01	194.07	269.50	194.43	269.79	368.19	736.38	258.74	431.17
30	142.53	237.46	143.05	237.91	162.69	225.89	163.17	226.27	261.24	522.40	216.89	361.38
35	111.38	185.51	112.17	186.19	140.45	194.94	141.07	195.43	204.11	408.11	187.19	311.79
40	89.71	149.31	90.77	150.23	116.92	162.22	117.80	162.92	164.33	328.47	155.80	259.40
45	73.64	122.28	75.03	123.55	96.49	133.73	97.50	134.54	134.71	268.98	128.49	213.73
50	56.96	94.68	57.28	95.02	73.34	101.75	73.60	101.96	104.26	208.28	97.73	162.71
55	49.47	82.09	49.77	82.44	56.73	78.59	56.97	78.78	90.46	180.57	75.53	125.58
60	29.97	49.75	30.13	49.94	26.40	36.55	26.52	36.65	54.81	109.43	35.13	58.39

More than 2 years' service

Age	Incidence for 1000 active members per annum											
	Male Officers Withdrawals		Male Manuals Withdrawals		Female Officers Withdrawals		Female Manuals Withdrawals		Post 98 Males Withdrawals		Post 98 Females Withdrawals	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
20	119.85	199.76	119.85	199.76	113.69	157.90	113.69	157.90	219.73	439.46	151.58	252.63
25	79.17	131.95	79.31	132.06	76.50	106.24	76.64	106.35	145.14	290.28	101.99	169.97
30	56.18	93.60	56.39	93.78	64.13	89.05	64.32	89.20	102.98	205.93	85.50	142.46
35	43.90	73.12	44.22	73.40	55.37	76.84	55.61	77.04	80.46	160.88	73.79	122.91
40	35.36	58.85	35.79	59.22	46.09	63.95	46.44	64.22	64.78	129.48	61.42	102.26
45	29.03	48.18	29.59	48.71	38.04	52.72	38.44	53.04	53.10	106.03	50.65	84.25
50	22.45	37.31	22.58	37.46	28.91	40.11	29.01	40.19	41.10	82.10	38.52	64.14
55	19.50	32.35	19.62	32.50	22.36	30.98	22.46	31.06	35.66	71.18	29.77	49.50
60	11.82	19.60	11.88	19.69	10.41	14.41	10.46	14.45	21.61	43.14	13.85	23.02



Appendix F: Events since valuation date

Post-valuation events

These valuation results are in effect a snapshot of the Fund as at 31 March 2013. Since that date, various events have had an effect on the financial position of the Fund. Whilst we have not explicitly altered the valuation results to allow for these events, a short discussion of these "post-valuation events" can still be beneficial in understanding the variability of pension funding.

Investment conditions since 31 March 2013

In the period from the valuation date to early March 2014, investment markets moved in the following manner:

- asset returns have been c.8%
- long term Government bond yields have risen by more than long term expected price inflation, which is likely to have reduced past service liabilities by c.4%

It should be noted that the above is for information only: the figures in this report have all been prepared using membership data, audited asset information and market-based assumptions all as at 31 March 2013. In particular, we do not propose amending any of the contribution rates listed in the Rates & Adjustments Certificate on the basis of these market changes, and all employer contribution rates are based on valuation date market conditions. In addition, these rates are finalised within a risk-measured framework as laid out in the Fund's Funding Strategy Statement (FSS).

We do not propose altering the FSS to include allowance for post-valuation date market changes, since this principle would then need to be adopted for future valuations even if markets had worsened since the valuation date (thus increasing contribution rates). Such a change in principle would then obstruct advance planning by employers.

Other events

Other than investment conditions changes above, I am not aware of any material changes or events occurring since the valuation date.



Appendix G: Rates and adjustments certificate

In accordance with regulation 36(1) of the Administration Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2014 to 31 March 2017 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated 31 March 2014 and our report on the actuarial valuation dated 31 March 2014.

The required minimum contribution rates are set out in the table below,

Signature:		
Date:	31 March 2014	31 March 2014
Name:	Gemma Sefton	John Wright
Qualification:	Fellow of the Institute and Faculty of Actuaries	Fellow of the Institute and Faculty of Actuaries
Firm:	Hymans Robertson LLP	Hymans Robertson LLP
	20 Waterloo Street	20 Waterloo Street
	Glasgow	Glasgow
	G2 6DB	G2 6DB



Statement to the rates and adjustments certificate

The Common Rate of Contribution payable by each employing authority under regulation 36(4)(a) of the Administration Regulations for the period 1 April 2014 to 31 March 2017 is 29.6% of pensionable pay (as defined in Appendix B).

Individual Adjustments are required under regulation 36(4)(b) of the Administration Regulations for the period 1 April 2014 to 31 March 2017 resulting in Minimum Total Contribution Rates expressed as a percentage of pensionable pay and monetary amounts as set out below.

The contributions include expenses and expected cost of lump sum death benefits but exclude early retirement strain, excess salary increase strain and augmentation costs which are payable by Fund employers in addition.

Employer code	Employer name	Minimum Contributions for the Year Ending		
		31 March 2015	31 March 2016	31 March 2017
	Norfolk County Council Pool			
32	Norfolk County Council	15.5% plus £7,517,000	15.5% plus £8,728,000	15.5% plus £10,266,000
859	Norfolk and Suffolk NHSFT	15.5%	15.5%	15.5%
	Norwich City Council Pool			
462	Norwich City Council	14.5% plus £1,784,000	14.5% plus £1,977,000	14.5% plus £2,242,000
	Schools Pool			
35	Norfolk CC (Schools)	17.3%	17.8%	18.3%
	Airport Pool			
722	Norwich Airport Limited	23.1% plus £661,000	23.1% plus £661,000	23.1% plus £661,000
801	Norwich Airport Limited (Deemed)	23.1% plus £55,000	23.1% plus £55,000	23.1% plus £55,000
	Anglia Pool			
730	Circle Anglia Limited	22.7% plus £809,000	22.7% plus £809,000	22.7% plus £809,000
739	Anglia Maintenance Services	22.7% plus £359,000	22.7% plus £359,000	22.7% plus £359,000
	Broads Pool			
632	Broads Authority	15.0% plus £93,000	15.0% plus £112,000	15.0% plus £137,000
	CNN NES Pool			
659	City College, Norwich	14.5% plus £263,000	14.5% plus £324,000	14.5% plus £398,000
856	Norfolk Educational Services	14.5% plus £228,000	14.5% plus £281,000	14.5% plus £344,000
	Easton and Ottley Pool			
851	Easton & Otley College	14.5% plus £171,000	14.5% plus £215,000	14.5% plus £267,000
	Flagship Pool			
745	Flagship Housing Group	23.7% plus £302,000	23.7% plus £348,000	23.7% plus £394,000
	Norfolk and Suffolk Probation Trust Pool			
797	Suffolk and Norfolk Probation Service[1]	14.5% plus £939,000		
	Norse Care Pool			
818	Norse Care Limited	21.9% plus £10,000	21.9% plus £10,000	21.9% plus £10,000
819	Norse Care Services	21.9% plus £474,000	21.9% plus £474,000	21.9% plus £474,000
	Norse Eastern NCS Pool			
756	Norse Commercial Services	21.1% plus £256,000	21.1% plus £341,000	21.1% plus £425,000
840	Norse Eastern	21.1% plus £261,000	21.1% plus £348,000	21.1% plus £435,000
	NPS Pool			
757	NPS Property Consultants Ltd	20.1% plus £1,209,000	20.1% plus £1,401,000	20.1% plus £1,592,000
790	NPS (South East) Ltd	20.1% plus £137,000	20.1% plus £158,000	20.1% plus £180,000
	Individual Employers			
45	Norfolk Police and Crime Commissioner	13.0% plus £1,553,000	13.0% plus £1,806,000	13.0% plus £2,128,000
287	Breckland Council	14.0% plus £526,000	14.0% plus £586,000	14.0% plus £666,000
293	Broadland District Council	15.0% plus £403,000	15.0% plus £457,000	15.0% plus £528,000
378	Great Yarmouth Borough Council	15.5% plus £1,177,000	15.5% plus £1,294,000	15.5% plus £1,456,000
453	North Norfolk District Council	14.5% plus £530,000	14.5% plus £598,000	14.5% plus £687,000
527	South Norfolk Council	15.0% plus £608,000	15.0% plus £685,000	15.0% plus £788,000
571	St Clements High School Academy	17.3%	17.8%	18.3%
572	Ditchingham Church of England Primary School	17.3%	17.8%	18.3%
575	Attleborough High School Academy	17.3%	17.8%	18.3%
576	Fakenham High School Academy	17.3%	17.8%	18.3%
578	Nelson Academy	17.3%	17.8%	18.3%
579	Cliff Park Ormiston Academy	17.3%	17.8%	18.3%
580	Ormiston Herman Academy	17.3%	17.8%	18.3%
581	Hethersett Academy	17.3%	17.8%	18.3%



Employer code	Employer name	Minimum Contributions for the Year Ending 31 March 2015	31 March 2016	31 March 2017
	Individual Employers (continued)			
582	Pre-School Learning Alliance (Thorpe)	16.4%	16.4%	16.4%
583	Pre-School Learning Alliance (Milestones)	18.7%	18.7%	18.7%
584	Pre-School Learning Alliance (Hunstanston)	17.8%	17.8%	17.8%
585	Short Stay School for Norfolk	17.3%	17.8%	18.3%
586	Moorlands Church of England Primary Academy	17.3%	17.8%	18.3%
587	Independence Matters	22.4%	22.4%	22.4%
588	Inspiration Trust MAT	19.6%	19.6%	19.6%
589	Sir Isaac Newton Free School	17.5%	17.5%	17.5%
590	Norwich Primary Academy	17.3%	17.8%	18.3%
591	Costessey Infant Academy	17.3%	17.8%	18.3%
592	Norwich Road Academy	17.3%	17.8%	18.3%
593	Woodlands Primary Academy	17.3%	17.8%	18.3%
594	Kings Lynn & West Norfolk B.C	14.0% plus £3,136,000	14.0%	14.0%
596	Downham Market Academy	17.3%	17.8%	18.3%
597	Arden Grove Infant and Nursery Academy	17.3%	17.8%	18.3%
598	Edwards and Blake (Neatherd High contract)	23.3%	23.3%	23.3%
599	Framingham Earl High School Academy	17.3%	17.8%	18.3%
660	Norwich University of the Arts	13.5% plus £165,000	13.5% plus £197,000	13.5% plus £236,000
661	Great Yarmouth College of F. E.	13.0% plus £133,000	13.0% plus £169,000	13.0% plus £211,000
662	College of West Anglia	13.5% plus £407,000	13.5% plus £495,000	13.5% plus £602,000
664	Paston College	14.5% plus £22,000	14.5% plus £28,000	14.5% plus £36,000
665	East Norfolk Sixth Form College	14.5% plus £33,000	14.5% plus £42,000	14.5% plus £52,000
700	Victory Housing Trust	19.7%	19.7%	19.7%
702	Great Yarmouth Port Authority	21.5% plus £17,000	21.5% plus £34,000	21.5% plus £51,000
703	Freebridge Community Housing	20.0% plus £80,000	20.0% plus £80,000	20.0% plus £80,000
705	Age UK Norfolk	27.0% plus £700,000	27.0%	27.0%
733	Norfolk Association of Local Councils	26.1% plus £7,000	26.1% plus £8,000	26.1% plus £10,000
736	Norfolk Heritage Fleet Trust	28.6% plus £13,000	28.6% plus £13,000	28.6% plus £13,000
744	Dereham, Watton & Holt CAB	27.4% plus £1,000	27.4% plus £1,000	27.4% plus £1,000
749	Childhood First	24.0% plus £18,000	24.0% plus £18,000	24.0% plus £18,000
758	Great Yarmouth Racecourse Ltd	26.9% plus £9,000	26.9% plus £9,000	26.9% plus £9,000
761	GYB Services Ltd	22.3% plus £49,000	22.3% plus £81,000	22.3% plus £113,000
762	NCS Transport Ltd	25.0% plus £54,000	25.0% plus £74,000	25.0% plus £93,000
763	Saffron Housing Trust Limited	18.2% plus £138,000	18.2% plus £177,000	18.2% plus £215,000
764	Suffolk Coastal Services	20.4% plus £63,000	20.4% plus £63,000	20.4% plus £63,000
765	SERCO Government Services	28.2% plus £1,000	28.2% plus £1,000	28.2% plus £1,000
768	NPS (South West) Ltd	18.9% plus £452,000	18.9% plus £452,000	18.9% plus £452,000
769	Stonham[2]	23.4% plus £12,000		
774	Great Yarmouth Port Company	23.6% plus £170,000	23.6% plus £170,000	23.6% plus £170,000
779	Edwards and Blake	23.2%	23.2%	23.2%
780	NPS (London) Ltd	19.4% plus £319,000	19.4% plus £319,000	19.4% plus £319,000
785	Open Academy - Heartsease	16.3%	16.3%	16.3%
786	Great Yarmouth Sport and Leisure Trust	0%	0%	0%
792	City Academy Norwich	13.5%	13.5%	13.5%
799	Biffa Municipal T/A Verdant	26.5% plus £54,000	26.5% plus £54,000	26.5% plus £54,000
809	Ormiston Venture Academy	13.4% plus £15,000	13.4% plus £21,000	13.4% plus £27,000
810	Ormiston Victory Academy	15.9% plus £20,000	15.9% plus £26,000	15.9% plus £27,000
811	Kings Lynn Academy	16.0% plus £33,000	16.0% plus £42,000	16.0% plus £51,000
812	Thetford Academy	15.0% plus £41,000	15.0% plus £55,000	15.0% plus £70,000
813	Martham Academy	13.1% plus £6,000	13.1% plus £8,000	13.1% plus £11,000
815	Wymondham Academy	16.0% plus £132,000	16.0% plus £163,000	16.0% plus £194,000
817	Kier Support Services	25.2% plus £34,000	25.2% plus £34,000	25.2% plus £34,000
820	Springwood Academy Trust	15.9% plus £34,000	15.9% plus £45,000	15.9% plus £56,000
822	Norwich Free School	17.0%	16.5%	16.0%
823	St Mary's C of E Junior School Academy	14.7% plus £8,000	14.7% plus £10,000	14.7% plus £12,000
824	Diss Academy	19.2% plus £37,000	19.2% plus £39,000	19.2% plus £40,000
825	Wymondham High Academy	17.0% plus £42,000	17.0% plus £44,000	17.0% plus £45,000
826	Cromer Academy	18.7% plus £21,000	18.7% plus £20,000	18.7% plus £19,000



Employer code	Employer name	Minimum Contributions for the Year Ending 31 March 2015	31 March 2016	31 March 2017
	Individual Employers (continued)			
828	Lynn Grove Academy	16.8% plus £51,000	16.8% plus £48,000	16.8% plus £46,000
829	Sheringham High Academy	19.3% plus £5,000	19.3% plus £9,000	19.3% plus £14,000
832	Wayland Academy	16.8% plus £2,000	16.8% plus £5,000	16.8% plus £8,000
833	Notre Dame High Academy	16.8% plus £9,000	16.8% plus £18,000	16.8% plus £27,000
834	Hellesdon Academy	16.8% plus £8,000	16.8% plus £16,000	16.8% plus £24,000
835	New Anglia Local Enterprise Partnership	15.6%	15.6%	15.6%
836	Nps Norwich Ltd	6.2%	6.2%	6.2%
841	Taverham High School Academy	17.3%	17.8%	18.3%
842	Costessey Junior School Academy	16.8% plus £1,000	16.8% plus £2,000	16.8% plus £3,000
843	Great Yarmouth Primary Academy	16.8% plus £3,000	16.8% plus £7,000	16.8% plus £11,000
844	Acle Academy	16.8% plus £4,000	16.8% plus £9,000	16.8% plus £14,000
845	Cliff Park Schools Trust Ltd	17.3%	17.8%	18.3%
846	Flegg High School Academy	16.8% plus £6,000	16.8% plus £12,000	16.8% plus £19,000
847	Great Yarmouth Community Trust (Childrens Centres)[2]	0%	0%	
848	Afc Thorpe (Childrens Centre)[2]	4.8%	4.8%	
849	Afc Wells (Childrens Centre)[2]	7.8%	7.8%	
850	Diamond Academy	16.8% plus £1,000	16.8% plus £3,000	16.8% plus £4,000
853	RM Education	0%	0%	0%
854	Reepham High School & College Academy	16.8% plus £7,000	16.8% plus £14,000	16.8% plus £22,000
855	Heartsease Primary Academy	17.3%	17.8%	18.3%
858	The Nicholas Hamond Academy	16.8% plus £6,000	16.8% plus £12,000	16.8% plus £18,000
862	Afc Dereham (Childrens Centre)[2]	11.1%	11.1%	
863	Afc Hethersett (Childrens Centre)[2]	11.4%	11.4%	
864	4 Children (Childrens Centre)[2]	3.6%	3.6%	
865	Eaton Hall Academy	16.8% plus £6,000	16.8% plus £12,000	16.8% plus £19,000
866	Admirals Academy	16.8% plus £2,000	16.8% plus £3,000	16.8% plus £5,000
867	Iceni Academy	16.8% plus £8,000	16.8% plus £16,000	16.8% plus £25,000
868	Thetford Free School	17.5%	17.5%	17.5%
869	Hobart High School	16.8% plus £6,000	16.8% plus £12,000	16.8% plus £18,000
870	Norse Eastern (Assist Tech Contract)	17.6%	17.6%	17.6%
871	Norwich Norse	19.4%	19.4%	19.4%
874	The Matthew Project	23.7%	23.7%	23.7%
	Other Scheduled Bodies Pool			
569	Snettisham Parish Council	20.0%	20.5%	21.0%
573	Harling Parish Council	20.0%	20.5%	21.0%
574	Hemblington Parish Council	20.0%	20.5%	21.0%
577	Stalham Town Council	20.0%	20.5%	21.0%
600	Downham & Stow Bardolph I D B	20.0%	20.5%	21.0%
601	East of Ouse, Polver & Nar I D B	20.0%	20.5%	21.0%
607	King's Lynn IDB (KLIDB)	20.0%	20.5%	21.0%
608	Fakenham Town Council	20.0%	20.5%	21.0%
609	Hellesdon Parish Council	20.0%	20.5%	21.0%
610	Sprowston Parish Council	20.0%	20.5%	21.0%
612	Eastern Inshore Fisheries & Conservation Authority	20.0%	20.5%	21.0%
613	Thetford Town Council	20.0%	20.5%	21.0%
614	Wymondham Town Council	20.0%	20.5%	21.0%
615	Cromer Town Council	20.0%	20.5%	21.0%
616	Diss Town Council	20.0%	20.5%	21.0%
617	North Walsham Town Council	20.0%	20.5%	21.0%
618	Old Catton Parish Council	20.0%	20.5%	21.0%
625	Norfolk Rivers I D B	20.0%	20.5%	21.0%
626	Taverham Parish Council	20.0%	20.5%	21.0%
627	Southery & District I D B	20.0%	20.5%	21.0%
628	Cringleford Parish Council	20.0%	20.5%	21.0%
630	Swaffham Town Council	20.0%	20.5%	21.0%
631	Downham Market Town Council	20.0%	20.5%	21.0%
633	Costessey Parish Council	20.0%	20.5%	21.0%
635	Spixworth Parish Council	20.0%	20.5%	21.0%



Employer code	Employer name	Minimum Contributions for the Year Ending 31 March 2015	31 March 2016	31 March 2017
	Other Scheduled Bodies Pool (continued)			
637	Dereham Town Council	20.0%	20.5%	21.0%
653	Cawston Parish Council	20.0%	20.5%	21.0%
667	Aylsham Town Council	20.0%	20.5%	21.0%
675	Dersingham Parish Council	20.0%	20.5%	21.0%
682	Bradwell Parish Council	20.0%	20.5%	21.0%
683	Thorpe St. Andrew Parish Council	20.0%	20.5%	21.0%
684	Brundall Parish Council	20.0%	20.5%	21.0%
685	Redenhall with Harleston Town Council	20.0%	20.5%	21.0%
686	Buxton With Lamas Parish Council	20.0%	20.5%	21.0%
687	Poringland Parish Council	20.0%	20.5%	21.0%
689	Attleborough Town Council	20.0%	20.5%	21.0%
690	Martham Parish Council	20.0%	20.5%	21.0%
692	Loddon Parish Council	20.0%	20.5%	21.0%
693	Mundesley Parish Council	20.0%	20.5%	21.0%
694	Acle Parish Council	20.0%	20.5%	21.0%
695	Broads (2006) IDB	20.0%	20.5%	21.0%
698	Upton with Fishley P C	20.0%	20.5%	21.0%
699	Holt Town Council	20.0%	20.5%	21.0%
766	South Wootton Parish Council	20.0%	20.5%	21.0%
770	Hales and Heckingham Parish Council	20.0%	20.5%	21.0%
771	Swanton Morley Parish Council	20.0%	20.5%	21.0%
776	King's Lynn (WMA)	20.0%	20.5%	21.0%
778	Wells-Next-The-Sea Town Council	20.0%	20.5%	21.0%
781	Framlingham Earl Parish Council	20.0%	20.5%	21.0%
788	Hindolveston Parish Council	20.0%	20.5%	21.0%
789	Mattishall Parish Council	20.0%	20.5%	21.0%
794	Kettlestone Parish Council	20.0%	20.5%	21.0%
796	Little Snoring Parish Council	20.0%	20.5%	21.0%
808	Northrepps Parish Council	20.0%	20.5%	21.0%
816	Saxlingham Nethergate Parish Council	20.0%	20.5%	21.0%
821	Trowse With Newton Parish Council	20.0%	20.5%	21.0%
831	Belton With Browston Parish Council	20.0%	20.5%	21.0%
837	Aylmerton Parish Council	20.0%	20.5%	21.0%
839	Hunstanton Town Council	20.0%	20.5%	21.0%
857	Beighton Parish Council	20.0%	20.5%	21.0%
872	Blofield Parish Council	20.0%	20.5%	21.0%
	Employers with No Actives			
611	Norfolk Valuation Tribunal	£32,000	0	0
721	Norfolk Rural Community Council	£22,050	£23,153	£24,310
727	Age UK (Norwich)	£30,000	£30,000	£30,000
800	Great Yarmouth Transport Ltd	£39,000	£39,000	£39,000

[1] Suffolk and Norfolk Probation Service is expected to transfer out of the Fund during 2014/15. The rate shown above applies for the period from 1 April 2014 until the employer leaves the Fund. The monetary amount should be paid on a pro-rated basis depending on the date of leaving the Fund.

[2] The employer is due to cease participation in the Fund before 31 March 2017. If participation in the Fund is extended an updated contribution rate will be applicable.

Further comments

Contributions expressed as a percentage of pensionable payroll and monetary amounts should be paid into Norfolk Pension Fund at a frequency in accordance with the requirements of the Regulations.

Further sums should be paid to the Fund to meet the costs of any early retirements, excess salary increases and/or augmentation using methods, calculations and factors specified by us from time to time.

Further sums may be required to be paid to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those included within my assumptions.



The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund actuary.

The monetary contributions set out in the certificate above can be repaid in advance with appropriate adjustments for interest as and when agreed with the Administering Authority. Under these circumstances a revised Rates and Adjustments certificate may be issued reflecting any advance payments.

Stabilisation

The following employers' contribution rates are set with reference to a stabilisation approach following modelling exercises which considered the investment and contribution rate strategy of the Fund. This was carried out by us on behalf of the Administering Authority.

- Norfolk County Council
- Norwich City Council
- All Borough and District Councils
- Norfolk Police and Crime Commissioner
- All Town and Parish Councils
- Broads Authority
- All Internal Drainage Boards
- Eastern Sea Fisheries Joint Committee
- Schools Pool
- Suffolk and Norfolk Probation Trust
- All Colleges
- All Academy Schools

Further details are available in the Fund's Funding Strategy Statement.

Ill health liability insurance

Note that, if an employer has ill health liability insurance in place with a suitable insurer and provides satisfactory evidence to the Administering Authority, then their Minimum Total Contribution Rate may be reduced by the insurance premium for the period the insurance is in place.