



Report on the 31 March 2019 actuarial valuation

Prepared for City of Bradford Metropolitan District Council as Administering Authority
to the West Yorkshire Pension Fund

Prepared by Aon

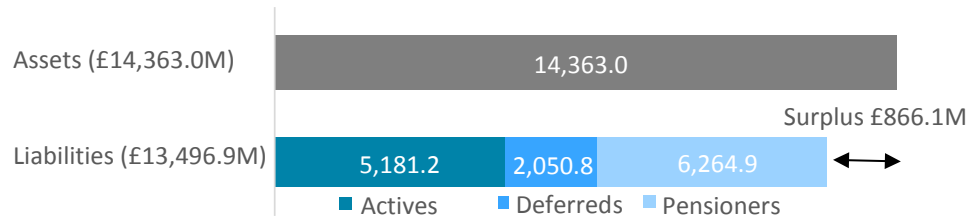
31 March 2020

2019

At a glance

Past Service Position

There was a surplus of £866.1M relative to the liabilities. The funding level was 106%.



Employer Contributions

% of pensionable pay	2019 valuation	2016 valuation
Primary rate	18.0%	16.2%
Secondary rate	(1.4)%*	2.4%
Total rate	16.6%	18.6%

Recovery period	22 years from 1 April 2020	22 years from 1 April 2017
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*this includes an allowance for the possible costs of the McCloud case of 0.9% of pay

The contributions payable by each employer or group of employers may differ because they allow for each employer's or group's membership profile, funding target and funding level, recovery period and other parameters appropriate to their circumstances.

Shorthand

Funding level: the value of assets held by the Fund divided by the liabilities.

Funding target (liabilities): the level of assets determined by the Administering Authority as being appropriate to meet member benefits, assuming the Fund continues indefinitely.

Primary rate: the employer share of the cost of benefits being earned in future, expressed as a percentage of pensionable pay. The figure quoted is a weighted average of all employers' primary rates.

Pensionable pay: as defined in the Regulations in relation to post-2014 membership.

Recovery period: the period over which any surplus or shortfall is eliminated.

Secondary rate: the adjustment to the primary rate, expressed as a % of pensionable pay, which reflects the specific circumstances of the Fund as a whole, this includes the potential impact of the legislative uncertainties outlined in Further Information section c.

Shortfall (deficit) or Surplus: the difference between the value of assets and the aggregate funding target (value of the liabilities) for the Fund as a whole, where the value of assets is less/higher than the funding target. Individual employers may have a surplus or shortfall, and the total of these will equal to the shortfall or surplus for the Fund as a whole.

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Introduction

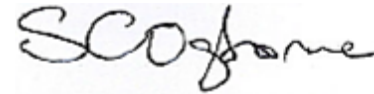
This actuarial valuation report is required by Regulation 62 of the Regulations. It summarises the results of the funding valuation of the Fund at as 31 March 2019, including the Rates and Adjustments Certificate which sets out the contributions payable by employers from 1 April 2020 to 31 March 2023.

Next steps

This report concludes the formal valuation process and draws together other pieces of work and advice. As required by Regulation 66 this report must be published and made available to the Secretary of State, current and prospective employers who contribute, or may become liable to make payments to the Fund.



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The report concentrates on the Fund's financial position at the valuation date. As time moves on, the Fund's finances will fluctuate. If you are reading this report sometime after the valuation date, the Fund's financial position could have changed significantly.

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Shorthand

Fund: West Yorkshire Pension Fund

Administering Authority: City of Bradford Metropolitan District Council, in its role as the Administering Authority of the Fund

Employers: City of Bradford Metropolitan District Council, and other employers with employees participating in the Fund

Regulations: The Local Government Pension Scheme Regulations 2013 (and other Regulations as referenced in the Glossary)

Additional information

Section a in the Further Information section appended to this report sets out the legal framework within which the valuation has been completed.

The benefits valued are set out in the Regulations.

Throughout this report, assets and liabilities in respect of defined contribution additional voluntary contributions (or AVCs) have been excluded.

The funding targets, recovery periods and other parameters which apply to individual employers or groups of employers are set out in other advice papers.

Update since the previous valuation

Key results from the previous valuation as at 31 March 2016:

The Fund's assets were £11,211.5M and the past service liabilities were £11,954.8M, corresponding to a shortfall of £743.3M and a funding level of 94%.

The aggregate employer future service (primary) contribution rate was 16.2% of pensionable pay.

Employer contributions from 1 April 2017 were agreed to broadly restore the funding level to 100% over a period of up to 22 years as follows:

Year from 1 April	% of pensionable pay	Plus aggregate contribution amounts (£M)
2017	15.9%	12.4
2018	16.0%	12.8
2019	16.2%	13.3

For employers in surplus or where contributions were being stepped up (or down) the % of pay rate may have been lower (higher) than the primary contribution rate. Similarly, the aggregate contributions may have been higher or lower than the sum of theoretical employer secondary contributions where contribution changes were being stepped or otherwise smoothed in line with the Funding Strategy Statement (FSS). The recovery period is the maximum permitted. Individual employers may have a period less than this in line with the FSS.

In addition, employers pay contributions to meet additional strains arising on early retirement or due to increases in benefits. Members also paid contributions as required by the Regulations.

Financial development

The table below compares the key financial assumptions made at the previous valuation with what actually happened and the corresponding assumptions for the 2019 valuation.

	2016 assumption	2016-2019 experience	2019 assumption
Investment returns	4.7% p.a.	10.6% p.a. ⁽¹⁾	4.35% p.a.
CPI increases	2.0% p.a.	2.1% p.a. ⁽²⁾	2.1% p.a.
Pay growth	3.25% p.a. ⁽³⁾	2.5% p.a.	3.35% p.a. ⁽³⁾

(1) average figure, actual returns were 22.6%, 3.4% and 6.6%

(2) average figure, actual increases were 1.0%, 3.0% and 2.4%

(3) plus a promotional pay scale

Notable changes since the previous valuation

Changes affecting funding are briefly described below:

- **Benefits / membership**

Responsibility for paying full CPI pension increases on GMPs passing to the Fund for members reaching State Pension Age (SPA) between 1 April 2016 and 5 April 2021.

The Government being denied leave to appeal the McCloud/Sargeant judgement followed by the Ministerial Statement on 15 July 2019, which is expected to lead to an extension of the final salary underpin in the LGPS.

Changes in the discount rate and longevity assumptions on which many of the Scheme-wide actuarial factors, including early and late retirement factors, are based.

- **Bulk transfers**

Assets and liabilities in respect of First West Yorkshire's members transferred to the Greater Manchester Pension Fund on 1 November 2018. Payment was finalised before the valuation date so this has been allowed for in the valuation results. In setting contributions for West Yorkshire Combined Authority, we have also allowed (approximately) for the transfer of residual assets relating to pre-86 pension increases for First West Yorkshire's members which remain the responsibility of West Yorkshire Combined Authority.

No explicit allowance has been made for any payment to or from the Fund in relation to other outstanding bulk transfers on materiality grounds. Any gain or surplus which arises will be taken into account in the relevant employer's results once final payment is made.

- **Uncertainties over GMPs and benefit improvements**

There are a number of uncertainties over the future benefit structure of the LGPS, including GMP equalisation and indexation after 5 April 2021, the cost management process, and the remedy that may be agreed in relation to the McCloud/Sargeant case. Further explanation of these uncertainties is set out in section c of the Further Information section.

Shorthand

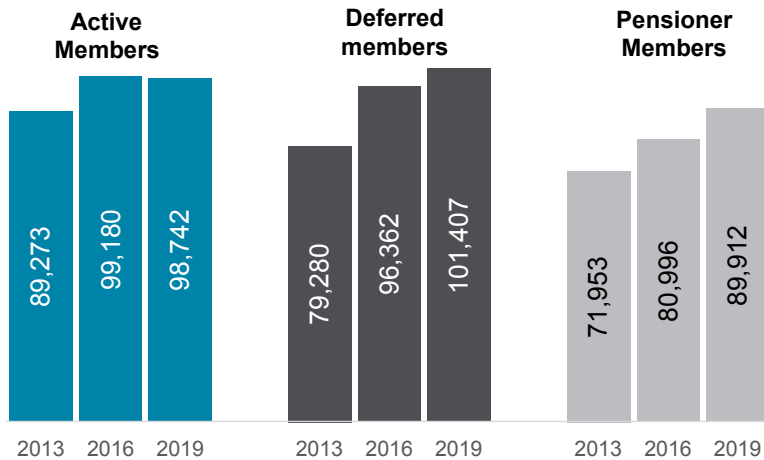
GMP: Guaranteed Minimum Pensions. These accrued to members between 1978 and 1997 due to the LGPS being contracted-out of the State Earnings Related Pension Scheme.

McCloud/Sargeant: Court cases involving the Judges' and Firefighters' Pension Schemes respectively which found that transitional protections granted to members within 10 years of pension age as part of the reforms to those schemes in 2015 constituted illegal age discrimination.

Cost management: The process of checking the cost of public sector schemes against a base cost, and making changes if the current assessed cost of the scheme is higher or lower than this base cost (there are different thresholds for changes being made under the HMT cost management process and the Scheme Advisory Board cost management process).

Membership data and benefits

Membership numbers are shown graphically below. Further details can be found in section b of the Further Information section.

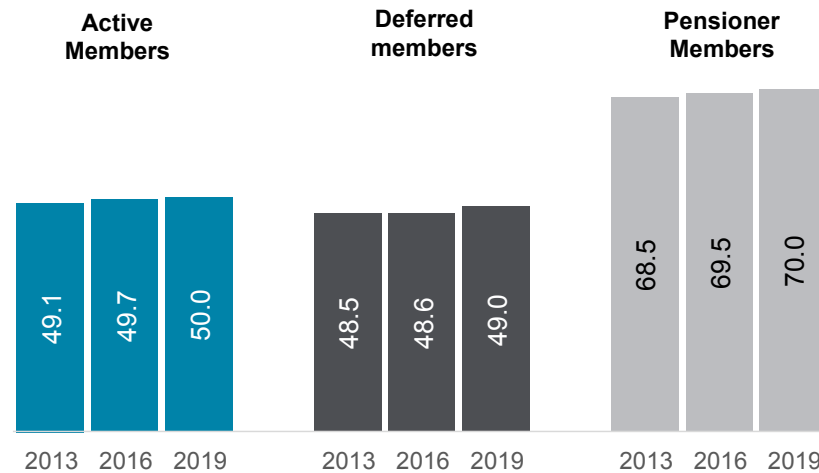


The deferred membership numbers include members who had yet to decide whether to take a refund of contributions.

We have carried out some general checks to satisfy ourselves that the information used for this valuation is broadly consistent compared with that used for the previous valuation and (where relevant) that shown in the Fund's Annual Report and Accounts.

However, the valuation results rely on the accuracy of the information supplied.

The value of liabilities is influenced by the average age of the members. The chart below shows average ages weighted by pension amounts.



Members' benefits are set out in the Regulations. Different benefits (and retirement ages) apply to membership before 1 April 2008, between 1 April 2008 and 31 March 2014, and after 31 March 2014.

Our valuation calculations make no allowance for:

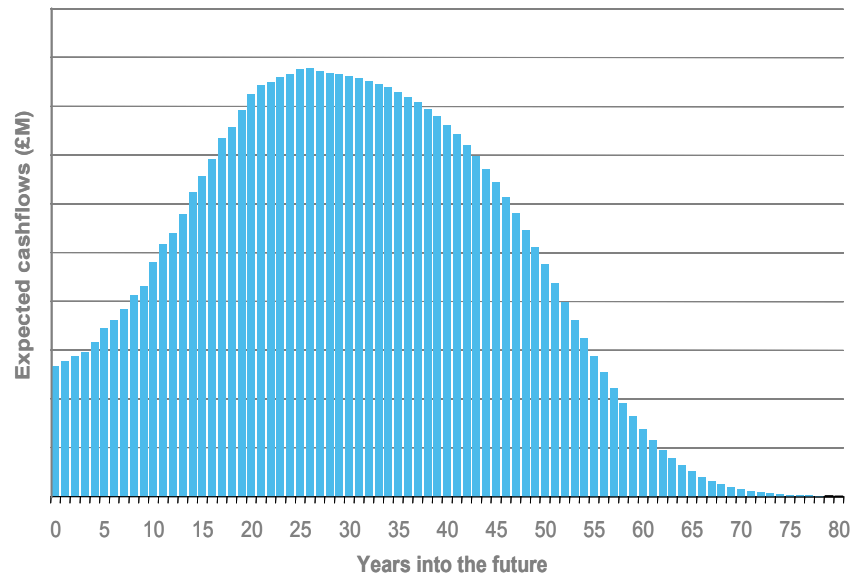
- any discretionary benefits
- any future changes to State Pension Age beyond those already announced/agreed
- indexation/equalisation of GMPs beyond the arrangements already in place

Funding objectives

The Administering Authority's funding objective is to hold assets at least equal in value to the funding target (past service liabilities).

To calculate the past service liabilities and the cost to the employers of future benefit accrual, the benefits paid out by the Fund are estimated for each year into the future. The estimated benefit payments are then 'discounted back' to the valuation date using an agreed rate of interest known as the discount rate.

The chart below shows the cashflow pattern for a typical LGPS fund (based on past service benefits). Most cashflows are linked to future levels of salary growth and inflation.



The discount rate

The FSS describes the approach used to set the funding target and hence the discount rates. The Administering Authority adopts different discount rates depending on employers' circumstances including the likelihood of exit and what would happen to the liabilities on exit.

Prudence in the valuation is achieved through the use of discount rates which have a materially better than evens chance of being achieved by the Fund's assets. Information on the level of prudence (or risk) in the funding strategy is contained in the Fund's FSS and we have advised on this previously.

At the 2019 valuation there are 6 funding targets:

- **the scheduled and subsumption body funding target**, which assumes indefinite future investment in assets similar to the Fund's holdings at the valuation date (allowing for any known or planned changes to the long-term investment strategy as appropriate).
- **the ongoing orphan admission body funding target**: for admission bodies whose liabilities would be orphan on exit, the discount rate has regard to the possibility that participation may cease and that the exit valuation would assume a low risk investment portfolio made up of long dated Government bonds (of appropriate nature and term) at cessation.
- **the intermediate funding targets**: these apply to Tier 3 employers (and employers who have a subsumption commitment from a Tier 3 employer) who are deemed to be less likely to exit than the orphan admission bodies but which do not have a subsumption commitment and are deemed to be less secure than the Tier 1 (fully taxpayer-backed) employers. There are three intermediate funding targets where the discount rate varies according to the type of employer (scheduled or admission body) and the results of our high level risk analysis.

- **the low risk funding target:** for "orphaned" liabilities that relate to employers which have already exited the fund.

Further information on the funding targets and an explanation of scheduled bodies, orphan bodies and subsumption bodies are given in the Glossary.

Investment strategy

The Fund operates a single investment strategy which applies to all employers. The Fund's investment strategy is described in the Investment Strategy Statement as follows:

3.1 The West Yorkshire Pension Fund will hold investments in Fixed Interest Securities, Equities, Index Linked Securities, Managed and Unitised Funds (including Property Unit Trusts), Alternative Investments, and Cash Deposits, covering all the world markets.

4.1 The biggest proportion of the Fund's investment will be in Equities. This type of investment bias is intended to maximise growth in the value of assets over the long term.

4.2 Fixed Interest Securities, Index Linked Securities, Alternative Investments and Cash Deposits will make up the balance of investment. The distribution of investments between the asset classes will vary based on perceived economic and market conditions.

The assets as at the valuation date are described in section d of the Further Information section of this report.

Summary of assumptions

The table below summarises the key assumptions agreed with the Administering Authority at this and the previous valuation. The assumptions are used to calculate the past service liabilities, cost of future benefit accrual and contributions for the recovery plan. Further details of all of the assumptions are set out in section e of the Further Information section of this report.

Assumptions	Previous valuation	This valuation
In-service discount rate		
<i>Scheduled and subsumption body funding target</i>	4.7% p.a.	4.35% p.a.
<i>Intermediate funding targets</i>		
- <i>Low risk scheduled body</i>	N/A	4.1% p.a.
- <i>Low risk admission body and medium risk scheduled body</i>	N/A	3.95% p.a.
- <i>Medium risk admission body and higher risk scheduled body</i>	N/A	3.8% p.a.
<i>Ongoing orphan admission body funding target</i>	4.1% p.a.	3.3% p.a.
<i>Low risk funding target</i>	2.1% p.a.	1.3% p.a.
<i>Average in-service discount rate</i>	4.6% p.a.	4.3% p.a.
Left-service discount rate		
<i>Scheduled and subsumption body funding target</i>	4.70% p.a.	4.35% p.a.
<i>Intermediate funding targets</i>		
- <i>Low risk scheduled body</i>	N/A	4.1% p.a.
- <i>Low risk admission body and medium risk scheduled body</i>	N/A	3.95% p.a.
- <i>Medium risk admission body and higher risk scheduled body</i>	N/A	3.8% p.a.

<i>Ongoing orphan admission body funding target</i>	2.5% p.a.	1.6% p.a.
<i>Low risk funding target</i>	2.1% p.a.	1.3% p.a.
<i>Average left-service discount rate</i>	4.4% p.a.	4.2% p.a.
Rate of revaluation of pension accounts and pension increases (on pension in excess of GMPs)	2.0%	2.1% p.a.
Pensionable pay Increases	3.25% p.a.	3.35% p.a.
Post-retirement mortality assumption – base table (for retirements in normal health)	S2P tables with best-estimate scaling factors derived from experience analysis combined with postcode analysis	S2N tables with best-estimate scaling factors derived from experience analysis combined with postcode analysis
Post-retirement mortality assumption – future improvements	CMI 2014 core projections with long-term improvement rate of 1.5% p.a. for men and women	CMI 2018 projections a smoothing parameter (Sk) of 7.5, adjustment parameter (A) of 0.00 and long-term improvement rate of 1.50% p.a. for men and women

The longevity assumptions have been updated to reflect recent research and the Fund's pensioner mortality experience using Aon's Demographic Horizons™ longevity model, including a postcode analysis.

We show below the assumed life expectancies for current members resulting from these mortality assumptions

Assumed life expectancy at age 65	Member aged 65		Member aged 45	
	This valuation	Previous valuation	This valuation	Previous valuation
Men	21.8	22.2	22.4	23.2
Women	24.5	25.4	25.6	27.2

In our view these assumptions are appropriate for the purposes of the valuation and setting Employer contributions to the Fund.

Valuation method

As for the previous valuation, the past service liabilities have been calculated using the projected unit method. This method, with a one year control period, has also been used to calculate the cost of future benefits building up for most employers. The attained age method has been used for some employers who do not admit new employees to the Fund. The methods which apply to individual employers or groups of employers are set out in other advice papers.

Shared risks

Funding gains or losses arising from the following risks are pooled across all employers in the Fund:

Assumptions	Method
Cash sum on death in service	Shared in proportion to the payroll of active members
Dependants' pensions on death in service	Shared in proportion to the expected cost of dependants' pensions using the projected unit method
Ill health retirement	Shared in proportion to the expected cost of ill health retirements using the projected unit method (Tiers 1 & 2 only)

Past service results

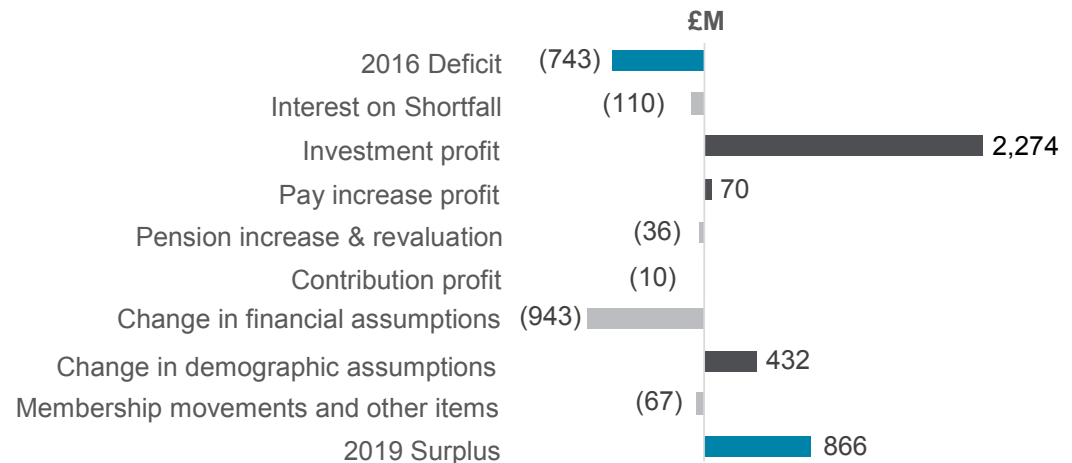
A comparison of the Fund's assets with the past service liabilities calculated using the assumptions described in the previous section is set out below.

	(£M)
Value of past service benefits for:	
Active members	5,181.2
Deferred members	2,050.8
Pensioner members	6,264.9
Value of liabilities	13,496.9
Value of assets	14,363.0
Past service surplus/(shortfall)	866.1
Funding Level	106%

The above results exclude any allowance for past service McCloud costs.

The Fund has moved from a past service shortfall of £743.3M at 31 March 2016 to a past service surplus of £866.1M at 31 March 2019

The chart below shows the key reasons for the £M change in funding position, (the dark grey bars to the right of the chart are source of profit to the Fund and the light grey bars to the left are source of loss).



Allowing for the surplus

We have agreed with the Administering Authority that for individual employers the surplus or shortfall will be removed by reducing contributions payable or payment of additional contributions by the employers over a range of different recovery periods not exceeding 22 years.

Across the Fund as a whole, the contributions required to remove the surplus over a recovery period of 22 years from 1 April 2020 are a reduction in employer contributions of 1.4% of pensionable pay assuming the membership remains broadly stable and pay increases and other experience are as assumed.

In practice, different recovery periods apply to individual employers or groups of employers in the Fund. Contributions payable by each employer or group are set out in the Rates and Adjustments Certificate and reflect each employer's recovery period and funding position.

Secondary contributions allow for interest on the employer's surplus or shortfall between 31 March 2019 and 1 April 2020 as well as the difference between contributions payable and the cost of benefit accrual over 2019/20.

For some employers, contribution increases/reductions have been phased in over a number of years (or 'steps') as permitted by the Funding Strategy Statement in order to deliver greater stability of contributions.

Shorthand

Pensionable pay: as defined in the Regulations in relation to post-2014 membership.

Recovery period: the period over which any surplus or shortfall is eliminated.

Secondary contributions: the adjustment to the primary rate, expressed as a % of pensionable pay, which reflects the specific circumstances of the Fund as a whole, this includes the potential impact of the legislative uncertainties outlined in Further Information section c.

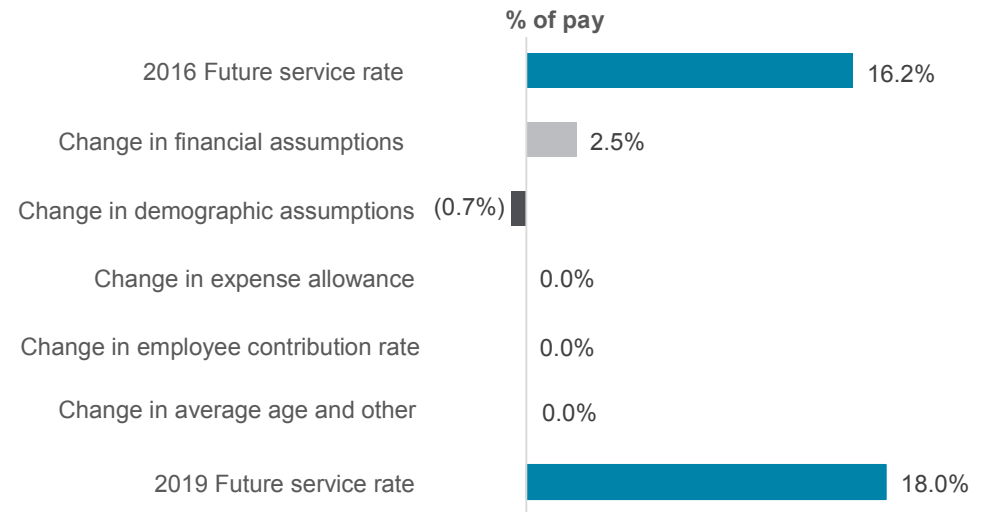
Future service results

The table below shows the aggregate cost to employers at the valuation date of benefits members will earn in future (the aggregate primary contribution rate) based on the funding assumptions. Contributions at the aggregate primary rate would be appropriate if the Fund had no surplus or shortfall.

	% pensionable pay
Value of benefits building up (before McCloud/Cost Management)	23.8
Expected cost of death in service cash sum	0.2
Allowance for administration expenses	0.3
Less member contributions	(6.3)
2019 cost to employers (primary contribution rate)	18.0

The primary contribution rate has increased from 16.2% of pensionable pay at 31 March 2016 to 18.0% of pensionable pay at 31 March 2019.

The chart below shows the key reasons for the change in the primary contribution rate. The light grey bars to the right are sources of increase in the primary rate and the dark grey bars to the left are sources of reduction.



In addition, we have calculated an employer cost of 0.9% of pay for McCloud/Cost Management – see section c of the Further Information section for more information

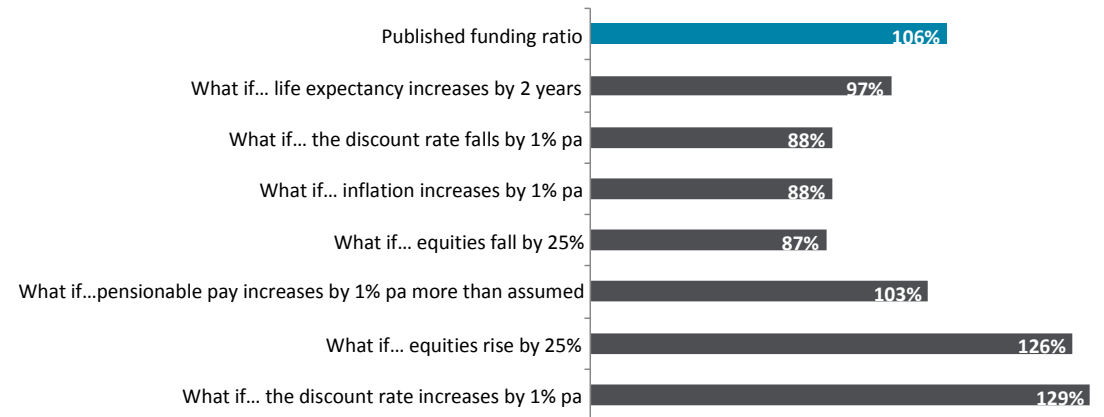
Risks and uncertainties

Key risks which could affect the Fund's future cashflows and funding position, include:

- Funding risk – that the value placed on the past service liabilities is set too low and contributions paid into the Fund prove insufficient to meet the payments as they fall due.
- Employer risk – that an employer is no longer able to meet its liabilities in the Fund, e.g. due to insolvency
- Investment risks – that investment returns are lower than allowed for in the valuation, and also that the assets are volatile and move out of line with the liabilities, so the funding position is not stable.
- Longevity risk – that Fund members live for longer than expected and pensions are therefore paid for longer resulting in a higher cost for the Fund.
- Inflation risk – that inflation is higher than expected, resulting in higher pension increases (and payments to pensioners) than allowed for in the valuation.
- Options for members (or other parties) – the risk that members exercise options resulting in unanticipated extra costs. For example, members could exchange less of their pension for a cash lump sum than allowed for in the valuation.
- Legislative/Regulatory risk – that changes to general and LGPS specific regulations, taxation, national changes to pension requirements, or employment law result in an increased cost of administration, investment or funding for benefits. We have made explicit allowance for known uncertainties as set out in section c of the Further Information section.
- Covid-19 related risks – the current outbreak of the novel Coronavirus Covid-19 may impact adversely on the investments, on the ability of the Fund to realise future investment returns and on the Fund employers' covenant. (We have commented further on the impact of recent adverse market movements within the "Final comments" section of this report.)

- Other risks – issues relating to climate change and other environmental risks as well as long-term uncertainty around geopolitical, societal and technological shifts may also impact on the funding, investments and Fund employers' covenant.

The chart below shows the approximate impact of a number of one-off step changes on the Fund's funding position (all other elements of the valuation basis being unchanged):



These are not intended to be "worst case or best case scenarios" and could occur in combination rather than in isolation. Conversely, in practice, some of these changes may be partially offset by other changes, e.g. a reduction in the expected investment return or inflation might lead to a compensating change in asset values, or a change in asset values might lead to a compensating change in expected investment returns.

The Funding Strategy Statement sets out the key actions taken by the Administering Authority to mitigate the above risks.

Employer contribution rates

Contributions are set for employers, or groups of employers that take into account a number of factors including:

- Regulation 62 – which requires the Fund Actuary to have regard to
 - The existing and prospective liabilities
 - The desirability of maintaining as nearly a constant a primary contribution rate as possible
 - The Administering Authority's Funding Strategy Statement, and
 - The requirement to secure the solvency of the Fund and the long-term cost efficiency of the Scheme, so far as relating to the Fund.
- The results of the valuation.
- Any individual adjustments to the primary contribution rate by reason of circumstances peculiar to that employer.
- Discussions between the Fund Actuary, the Administering Authority and employers, including the Administering Authority's view of the affordability of contributions, where relevant.
- The employer's (or group's) membership profile and funding level and, where relevant, assumptions and recovery periods specific to the employer's circumstances.

We have agreed with the Administering Authority that increases in contribution rates for some employers can be phased in as set out in the Funding Strategy Statement.

For certain employers which are in surplus, it has been agreed with the Administering Authority that the employer may use at least part of the surplus to support the payment of contributions to the Fund at a rate below the primary (future service) contribution rate.

Projections

We estimate that, by the next valuation, these contributions will have reduced the funding level to approximately 105%, assuming the experience of the Fund between the two valuation dates is in line with the assumptions and the assumptions underlying the funding targets remain unchanged.

The aggregate Employer contributions certified for the 3 years from 1 April 2020 are as follows:

Year from 1 April	% of pensionable pay	Plus total contribution amount (£M)
2020	16.3%	3.4
2021	16.5%	2.4
2022	16.6%	1.9

- The % of pensionable pay contributions shown in the above table are an average (weighted by pensionable pay) of the amounts certified for individual employers in each year.
- The annual contribution amounts are the aggregate of the additional contribution amounts certified for individual employers in each year.
- Payments to meet additional costs arising from early retirements and other increases in benefits are payable in addition.
- At the end of the period shown above, the annual contribution amounts for each employer or group are anticipated to increase by approximately 3.35% pa until the end of the relevant recovery period. Thereafter, aggregate contributions are anticipated to be in line with the primary contribution rate of that employer, subject to review at future actuarial valuations.

Final comments

Developments since the valuation date

- Market movements

We estimate that over the period between the valuation date and the date of signature of this report, the return on the Fund's assets is likely to have fallen, with asset values having declined during March 2020 due to the emerging COVID-19 crisis. It is not yet clear to what extent there may be a compensating fall in liabilities through changes to discount rates (net of assumed inflation) but our view is that discount rate increases are unlikely to fully offset the effect of asset falls for employers subject to the scheduled and subsumption body funding target, i.e. overall the funding level is likely to have reduced. Whilst gilt yields have experienced considerable volatility in recent weeks, it is likely that the reduction in funding level will have been more significant for employer's subject to a funding target where the discount rate is linked to gilt yields (i.e. the ongoing orphan admission body funding target, the low risk funding target and the intermediate funding targets). Overall, we believe that market movements in the period since the valuation date will have led to a reduction in the funding level of the Fund as a whole and that the impact on employers' future service (primary) contribution rate will vary between employers depending, among other things, on which funding target the employer is subject to.

All the above means that if we were carrying out the valuation based on market conditions at the date of signature of this report rather than as at 31 March 2019 (and assuming an unchanged level of risk in the funding strategy) it is likely that we would be recommending higher employer contributions. However bearing in mind the overall level of prudence in the funding strategy, the long-term nature of the Fund and the fact that a high percentage of the liabilities are backed by employers with tax-raising powers (or by employers in the academy sector where there is a Department for Education guarantee), we have agreed with the Administering Authority that certifying contributions based on market conditions at the valuation date, remains appropriate.

As contributions for some employers, including in particular the principal councils, have been reduced compared to 2019/20 levels, we have further agreed with the Administering Authority that contributions from 1 April 2021 and/or 1 April 2022 may be reviewed and, if deemed appropriate, may be increased above the rate shown in the Rates and Adjustments Certificate in order to avoid a higher increase being needed from 1 April 2023.

The key results from this valuation are:

The Fund's assets were £14,363.0M and the past service liabilities £13,496.9M, corresponding to a surplus of £866.1M and a funding level of 106%.

The primary contribution rate for the Fund as a whole is 18.0% of pensionable pay.

If the surplus is removed over 22 years from 1 April 2020, and allowing for the possible costs of the McCloud case / Cost Cap of 0.9% of pay, the aggregate total employer contributions needed would be equivalent to 16.6%* of pensionable pay until 31 March 2042, reverting to the appropriate primary rate thereafter.

** if the membership remains broadly stable and experience is in line with our assumptions.*

As market conditions continue to evolve, consideration will also be given to revisiting contributions for employers that the Administering Authority believes are likely to become an exiting employer under Regulation 64(4) in advance of the next valuation.

- Employers joining or exiting since the valuation date

Contributions for employers joining since 31 March 2019 will be advised separately. A revised Rates and Adjustments Certificate will have been prepared as necessary for employers exiting the Fund since 31 March 2019 where this has been requested by the Administering Authority. Where a revised Rates and Adjustments Certificate has not yet been produced for such employers, the employer has been included in the Rates and Adjustments Certificate appended to this report but with zero contributions in anticipation of the revised certificates being issued.

Monitoring the Fund

In the light of the volatility inherent in situations where investments do not match liabilities, the Administering Authority monitors the financial position on a regular basis. It will also monitor the position of individual employers, particularly the principal councils (as has already been agreed with them); those subject to the ongoing orphan admission body funding target and those which may exit the Fund before 1 April 2023. Where appropriate and permitted by the Regulations, contributions for those employers may be amended before the next valuation due as at 31 March 2022.



Further Information



a. Legal framework

It is a legal requirement to carry out a full valuation as at 31 March 2019

This report was commissioned by and is produced solely for the use of the Administering Authority.

It is produced in compliance with:

- Regulation 62 of the Local Government Pension Scheme Regulations 2013.
- The terms of the agreement between the Administering Authority and Aon Hewitt Limited, on the understanding that it is solely for the benefit of the addressee.

This report, and the work relating to it, complies with Technical Actuarial Standard 100: Principles for Technical Actuarial Work ('TAS 100') and Technical Actuarial Standard 300: Pensions ('TAS 300').

Unless prior written consent has been given by Aon Hewitt Limited, this report should not be disclosed to or discussed with anyone else unless they have a statutory right to see it.

We permit the Administering Authority to release copies of this report to the following parties:

- Any employer which contributes to the Fund.
- The Ministry of Housing, Communities and Local Government.

We also permit the Ministry of Housing, Communities and Local Government to pass our report to the Government Actuary's Department in connection with their statutory duties. None of the above bodies has our permission to pass our report on to any other parties.

Notwithstanding such consent, Aon Hewitt Limited does not assume responsibility to anyone other than the addressee of this report.

At the request of the Administering Authority, we have consented to their releasing a copy of this report to certain specified parties and/or via certain communication routes. We consent on the basis that there is no duty of care established toward, and Aon Hewitt Limited disclaims any responsibility or liability arising from, any person having





access to the report either directly from City of Bradford Metropolitan District Council, indirectly from a third party or through any other means.

No recipients of the report other than the Administering Authority are permitted to reproduce, distribute or communicate any part of this report to any other party. Any third party using this report does so entirely at its own risk and no third party is entitled to rely on this report for any purpose whatsoever.

No decisions should be taken on the basis of this report by any party other than our client, City of Bradford Metropolitan District Council, and nothing in this report removes the need for readers to take proper advice in relation to their specific circumstances.

a



b. Membership data

The results in this report are based on membership data which is summarised below.

	Active members	Number	Average age*	Total pensionable pay (2014 scheme definition) (£000 pa)	Total pre 2014 pension (£000 pa)	Total pre 2014 accrued lump sum (£000)	Total post 2014 pension (£000pa)
2016	Male	27,910	44.1	645,246	103,095	176,018	24,113
	Female	71,270	44.7	1,058,855	139,330	209,525	37,934
	Total	99,180	44.6	1,704,101	242,425	385,543	62,047
2019	Male	26,984	44.7	647,572	81,851	134,032	55,019
	Female	71,758	45.3	1,125,167	115,698	166,987	92,398
	Total	98,742	45.1	1,772,739	197,549	301,019	147,417

Notes: The average ages shown in these tables are unweighted.

Pensionable pay is over the year to the valuation date, and includes annualised pay for new entrants during the year.

Actual part-time pay is included for part-timers.

Post 2014 pension figures include the revaluation awarded in April of the appropriate year.

b



Deferred members	Number	Average age*	Total pension (£000 pa)	Average pension (£000 pa)	Total pre 2014 accrued lump sum (£000)	
2016	Male	26,678	43.6	47,087	1,917	101,675
	Female	69,687	44.8	74,548	1,241	145,297
	Total	90,879	44.5	121,635	1,338	246,972
2019	Male	28,030	44.1	50,083	1,787	90,278
	Female	73,377	45.7	83,811	1,142	137,185
	Total	101,407	45.3	133,894	1,320	227,463

Notes: Averages ages are unweighted.

The deferred pension amounts shown above include the increase awarded in April of the appropriate year.

Included in the above, there were 11,564 (5,483 in 2016) members who hadn't yet decided whether to take a refund of contributions.

b



Pensioner members		Number	Average age*	Total pension (£000 pa)	Average pension (£ pa)
2016	Male	26,642	69.9	190,531	7,152
	Female	43,282	69.6	142,370	3,289
	Dependants	11,072	70.7	28,056	2,534
	Total	80,996	69.8	360,957	4,456
2019	Male	26,809	70.5	199,697	7,449
	Female	51,303	69.8	177,500	3,460
	Dependants	11,800	69.8	31,245	2,648
	Total	89,912	70.0	408,442	5,229

Notes: Average ages are unweighted.

The pension amounts shown above include the increase awarded in April of the appropriate year.

The dependants data includes 861 (850 in addition in 2016) members in receipt of a child's pension.

b



c. Uncertainties

Allowance for McCloud, Cost Management and GMP equalisation/indexation

Background on McCloud/Sargeant

Following a review of public service pension schemes by the Independent Public Services Pensions Commission led by Lord Hutton (the [Hutton Report](#)) UK public service pension schemes were reformed with effect from 1 April 2015 (1 April 2014 for the LGPS in England and Wales), with the objective of reducing the overall cost to the taxpayer and putting schemes on a more sustainable footing.

Reforms common to all the main public service pension schemes included: later retirement ages (State Pension Age in most cases), benefits based on career average earnings (so no longer being linked to 'final pay' at retirement), and tiered member contribution rates. The reforms also included transitional protections for members within 10 years of their Normal Pension Age on 1 April 2012. Generally, this was implemented by allowing those members to retain membership of the 'pre-reformed' schemes, whilst all other members were moved into the new arrangements (for a number of the schemes this was subject to a "tapering" approach for members who were close to the 10-year cut-off).

In relation to the LGPS in England and Wales, all members joined the new 2014 Scheme for membership after 1 April 2014, but members within 10 years of normal retirement were given an underpin (or 'better of both') promise, so their benefits earned after 1 April 2014 would be at least as valuable in terms of amount and when they could be drawn, as if they had remained in the 2008 Scheme.

In December 2018 the Government lost a Court of Appeal case (the 'McCloud/Sargeant' judgement) which ruled that the transitional protection arrangements, put in place when the judges' and firefighters' pension schemes were reformed, amounted to illegal age discrimination. The Government was subsequently denied leave to appeal the Court of Appeal's decision on 27 June 2019.

While the judgement was not in relation to the LGPS, the Government announced in a Written Ministerial Statement on 15 July 2019 "... as 'transitional protection' was offered to members of all the main public service pension schemes, the Government believes that the difference in treatment will need to be remedied across all those schemes". The remedy is likely to differ by scheme depending on the transitional protections adopted.





In line with guidance issued by the Scheme Advisory Board (SAB) of the LGPS in England and Wales, we have discussed and agreed with the Administering Authority the allowance which should be made in this valuation for possible additional liabilities arising from the McCloud case.

It should be noted that since we provided our advice to the Administering Authority on the allowance to be made in this valuation, case management discussions have commenced for both the judges' and firefighters' schemes, as well as police via a similar case – the Aarons case which had previously been stayed behind the McCloud/Sargeant judgement. However, as at the date of this report, we do not have confirmed details of any benefit changes for the LGPS.

Cost management and McCloud/Sargeant

The design of the new public service schemes also included a cost control mechanism which was intended to protect employers from rising pension costs due to demographic and other factors. This mechanism includes both a floor and a cap on employer contributions and requires that if the cost, assessed by GAD in line with assumptions set by HM Treasury, is more than 2% of pay above the cap or below the floor, member contributions and/or benefits must be amended to bring the cost for employers back to level of the cap.

The LGPS in England and Wales has a separate, additional cost management process which considers total costs and may recommend action if the cost has changed. Most assumptions are the same as those adopted for the HM Treasury process but there are some differences. We believe that an informal arrangement is in place such that any changes agreed as part of the SAB cost management process could be allowed for in determining whether any action is required in relation to the HMT process.

The cost management process considered changes in the cost of the LGPS between those assessed based when the new benefit design was implemented and 31 March 2016, and as the floor was breached it was expected that improvements to benefits or member contributions would be implemented with effect from 1 April 2019, and taken into account in this valuation when setting employer contributions from 1 April 2020.

However, following the Court of Appeal judgement in the McCloud case, the cost management process was paused in January 2019. It is not yet clear what the effect on the liabilities will be, but we believe the outcome will be one or other of the following:

- The McCloud changes mean the cost management floor has no longer been breached (in which case the additional liabilities are simply those due under the McCloud remedy)





- After allowing for the McCloud changes the cost management floor has still been breached (in which case the additional liabilities will be a combination of those due under McCloud and those that would be agreed under the re-started cost management process)

The McCloud changes, and their effect on the cost management process, and hence on the benefits and cost of the LGPS, are currently uncertain. However, any change is likely to increase the benefits payable from the Scheme, and therefore the cost of the Scheme. We set out below the allowance made for potential increases in benefits at this valuation as set out in previous advice papers.

It should be noted that since our calculations were carried out, the Fire Brigades' Union announced in December 2019 that it was considering mounting a legal challenge to Government's decision to pause the cost management process and to press for any cost management changes to be in addition to any remedy for McCloud/Sargeant. The Public and Commercial Services Union made a similar announcement in February 2020 with the two unions jointly seeking a judicial review. Whilst this presents the possibility of additional costs falling on employers, given the uncertainty over whether a judicial review will be granted and whether it will be successful, we have not revisited the allowance made in this valuation for McCloud and cost management.

Allowance for McCloud/Cost Management

Our advice, given in September 2019, showed the results of our calculation of the proposed allowance for McCloud. This calculation was based on the scheduled and subsumption body funding assumptions and the following additional assumptions:

- the final salary underpin is extended to all members who were active members as at 1 April 2014
- as for the existing underpin, the underpin applies only to members' benefits on retirement (i.e. not on withdrawal from service before retirement, and not to the benefits of spouses or dependants)
- the underpin continues to apply for service until at least 31 March 2023 (i.e. until the end of the period covered by the Rates and Adjustments Certificate) for affected members

The past service cost has been converted to a % of pay calculated across the Fund as a whole using the 22 year recovery period

It should be noted that the calculated cost is particularly sensitive to the real salary increase assumption (and to a lesser extent the withdrawal assumption) which was previously advised on for funding purposes and not for the purpose of estimating the possible cost of the McCloud judgement.





In addition, we recommended that the minimum allowance made for McCloud and cost management should be an increase of 0.9% of pay in the employer contribution rate (the average increase to employer costs that had been expected to apply under the cost management process if no McCloud remedy had been required).

We allowed for the same adjustment to individual employer contributions as calculated for the Fund as a whole, expressed as a % of pay. The adjustment has been calculated to be 0.9% of pay.

Since our advice was given and the calculations carried out, the case management discussions which have taken place have led to the suggestion that for the LGPS the changes may mean:

- the application of the new underpin is restricted to fewer members than we have allowed for, i.e. only those who joined pre 2012 but of any age
- the application of the new underpin is time limited and may not apply to all membership until the end of the period covered by the Rates and Adjustments Certificate in 31 March 2023 (although the exact time period is subject to considerable uncertainty)
- the underpin is extended to benefits on withdrawal and to dependants, including possibly transfers out, which goes beyond what has been allowed for in the valuation
- there is a need to ensure the revised underpin is checked for all retirements since 2014 to avoid "reverse discrimination", again going beyond what has been allowed for in the valuation

As this information became available after the majority of contributions had been advised to employers, and there is still no certainty in relation to any benefit changes for the LGPS, we have not sought to review the allowance made. In general, if the underpin applies to pre 2012 joiners rather than pre 2014 joiners then this would reduce the cost, but extending the underpin to benefits on withdrawal, spouses and transfers would increase the cost, and it is not clear what the net effect would be. We will advise the Administering Authority of the expected effect of any changes once there is greater clarity on the precise details of those changes, and on whether contributions for employers should be revisited before the next formal valuation as at 31 March 2022, assuming this can be done within the regulatory provisions.

GMP indexation and equalisation

Guaranteed Minimum Pension (GMP) is a portion of pension that was accrued by individuals who were contracted out of the State Second Pension between 6 April 1978 and 5 April 1997. The rate at which GMP was accrued, and the date it is payable, is different for men and women, meaning there is an inequality for male and female members who have GMP. This was a consequence of the State Pension itself being unequal at the time.





Prior to 6 April 2016 the LGPS was not required to pay any pension increases on GMPs accrued before April 1988 and was only required to pay limited increases on GMPs accrued after 1988 (CPI inflation capped at 3% p.a.). In return, the Additional Pension (AP) element of the State Pension included top-up payments to pensioners to give inflation protection on the GMP element where this was not provided by the LGPS. However, reforms were made to the State Pension system in April 2016 which scrapped AP and therefore removed the facility for central government to fully index the combined pension through AP.

In March 2016 the government introduced an 'interim solution' for public service schemes to pay full inflationary increases on GMPs for those reaching State Pension Age (SPA) between 6 April 2016 and 5 December 2018 to ensure members continued to receive full inflationary increases on their combined public service scheme and State pensions. This was allowed for in the 2016 valuation of the Fund. In January 2018 the interim solution was extended to individuals reaching SPA on or before 5 April 2021. Further, the Government has indicated that it is committed to continuing to compensate all members of public service pension schemes reaching SPA after 5 April 2021.

On 26 October 2018 the High Court ruled in the Lloyds Bank case that equalisation for the effect of unequal GMPs is required. The ruling confirmed that trustees have a duty "to equalise benefits for men and women so as to alter the result which is at present produced in relation to GMPs". HM Treasury has, however, gone on record since the Lloyds judgement to say, "Public sector schemes already have a method to equalise guaranteed minimum pension benefits, which is why we will not have to change our method as a result of this judgment." We understand that the Government is exploring various options, including conversion of GMPs to Scheme benefits so there is still some uncertainty over how equalisation for GMPs will be achieved in the LGPS.

Allowance for GMP indexation

The results of this valuation allow for the extension of the interim solution to those reaching State Pension Age by 5 April 2021 as already required under legislation. However, they do not allow for the impact of potentially extending this interim solution indefinitely, providing full pension increases on GMPs for members reaching State Pension Age after 5 April 2021. Based on approximate calculations, at a whole of fund level, the impact of providing full pension increases on GMPs for those members reaching State Pension Age after 5 April 2021 is an increase in past service liabilities of between 0.1% to 0.2% across the Fund as a whole.





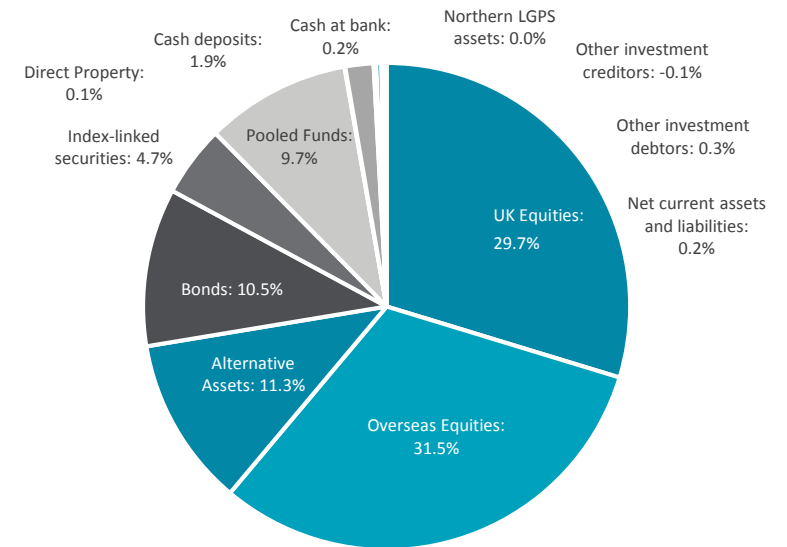
d. Assets

The audited accounts for the Fund for the year ended 31 March 2019 show the asset value was £14,363.0M.

The chart shows how the balance of the assets was broadly invested.

This allocation is broadly in line with the current investment strategy as set out in the Administering Authority's investment strategy statement.

For the purpose of modelling the required probability of funding success and hence deriving the discount rate to be adopted for the secure scheduled bodies as at 31 March 2019 we have allowed for the Fund's investment strategy as summarised in our paper titled "Actuarial valuation at 31 March 2019 – Assumptions Advice".



d



e. Assumptions

Financial assumptions used to value the liabilities and assess contribution rate

In-service discount rate

<i>Scheduled and subsumption body funding target</i>	4.35% p.a
<i>Intermediate funding targets</i>	
<i>Low risk scheduled bodies</i>	4.10% p.a
<i>Low risk admission bodies and medium risk scheduled bodies</i>	3.95% p.a
<i>Medium risk admission bodies and higher risk scheduled bodies</i>	3.80% p.a
<i>Ongoing orphan admission body funding target</i>	3.30% p.a
<i>Low risk funding target</i>	1.30% p.a

Left-service discount rate

<i>Scheduled and subsumption body funding target</i>	4.35% p.a
<i>Intermediate funding targets</i>	
<i>Low risk scheduled bodies</i>	4.10% p.a
<i>Low risk admission bodies and medium risk scheduled bodies</i>	3.95% p.a
<i>Medium risk admission bodies and higher risk scheduled bodies</i>	3.80% p.a
<i>Ongoing orphan admission body funding target</i>	1.60% p.a
<i>Low risk funding target</i>	1.30% p.a

Rate of pensionable pay increases (service up to 31 March 2014 only) (in addition to promotional increases)	3.35% p.a
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Rate of CPI price inflation	2.10% p.a
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Rate of revaluation of pension accounts	2.10% p.a
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Rate of pension increases

- on non GMPs and GMP for those reaching SPA between 1 April 2016 and 5 April 2021	2.10% p.a
- on post 88 GMPs	1.90% p.a

Administration expenses (% of pensionable pay)	0.30% p.a
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Demographic assumptions used to value the liabilities and assess contribution rate

Pre-retirement base mortality	Males: 35% of S2N tables Females: 25% of S2N tables
Post-retirement base mortality	Current non-pensioners: Males: 120% of S2N tables for actives and 115% of S2N tables for deferreds Females: 105% of S2N tables for actives and 90% of S2N tables for deferreds Contingents of current non-pensioners: Males: 130% of S2N tables Females: 135% of S2N tables Current normal health pensioners who retired in normal health: Males: 105% of S2N tables Females: 95% of S2N tables Pensioners retiring in ill-health: Males: 115% of S2I tables Females: 120% of S2I tables Dependants of current pensioners: Males: 120% of S2N tables for contingents and 105% of S2N tables for dependants Females: 120% of S2N tables for contingents and dependants
Improvements to mortality	An allowance for improvements between 2007 and 2019 and for future improvements in line with the CMI 2018 Mortality Projections Model with a smoothing parameter of 7.5 and adjustment parameter of 0.0 assuming a long-term annual rate of improvement in mortality rates of 1.5% pa for men and women.
Promotional salary increases	Allowance has been made for age-related promotional increases based on analysis of actual experience of the Fund (see sample rates below).





Withdrawals

Allowance has been made for withdrawals from service based on analysis of actual experience of the Fund (see sample rates below). On withdrawal, members are assumed to retain a deferred pension in the Fund.

Retirement age

Members were assumed to retire at the following ages:

Member group	Assumed age at retirement
Active members with protected Rule of 85 age (joined LGPS before 1 October 2006 and attained age 60 before 1 April 2020)	Age 63
Members who joined before 1 October 2006 and have a rule of 85 age of 60	Age 63
Members who joined before 1 October 2006 and have a rule of 85 age of greater than 60, and members who joined before 1 April 2014 but after 1 October 2006	Age 65
Members who joined after 31 March 2014	State Pension Age (or age 65 if higher)

Any part of a member's pension payable from a later age than the assumed retirement age will be reduced.

Retirement cash sum

Each member is assumed to surrender pension on retirement, such that the total cash received is 75% of the permitted maximum. This figure is based on analysis of actual levels of commutation of pension experienced by the Fund.

Family details

Each man was assumed to be three years older than his wife/partner.

80% of non-pensioners were assumed to be married or have a spouse, civil partner or co-habitee ('partner') at retirement or earlier death.

80% of pensioners were assumed to be married or have a partner at age 65.

No allowance for children's pensions.





Retirement due to ill-health

Allowance has been made for retirements due to ill-health based on actual experience of the fund (see below). Proportions assumed to fall into the different benefit tiers are:

Tier 1	80%
Tier 2	10%
Tier 3	10%

Take up of 50:50 scheme

All members are assumed to remain in the scheme they are in at the date of the valuation.

Discretionary benefits

No allowance

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Sample rates

The table below illustrates the proposed allowance for withdrawals from service, ill-health retirement and promotional pay increases at sample ages.

Current age	Percentage promotional pay increase over year	Percentage leaving the Fund each year as a result of withdrawal from service	Percentage leaving the Fund each year as a result of ill-health retirement
20	5.0%	8.8%	0.00%
25	3.9%	7.6%	0.01%
30	2.0%	5.8%	0.02%
35	1.2%	4.9%	0.05%
40	0.0%	4.2%	0.08%
45	0.0%	3.4%	0.15%
50	0.0%	3.0%	0.26%
55	0.0%	2.1%	0.46%
60	0.0%	1.1%	0.84%
65	0.0%	0.0%	1.45%





f. Membership experience

As required by the Regulations, the demographic assumptions used in valuing the liabilities of the Fund are set out in Further Information section e, above. The demographic assumptions have been informed by an analysis of membership experience including experience since the last valuation of the Fund up to the effective date of our analysis, as well as recent research and other relevant factors, such as a membership postcode analysis for death after retirement assumptions.

For death after retirement the experience analysis was undertaken for the period 1 April 2011 to 31 March 2018. For withdrawal rates and ill health retirement rates our analysis was undertaken for the period 1 April 2014 to 31 March 2018.

The table below shows a comparison of expected membership movements measured by pension amount based on the assumptions adopted for the 2019 valuation with observed membership movements for death after retirement (in normal and ill health), withdrawal rates and rates of ill health retirement. The figures are based on our full experience analysis pro-rated for a 3 year period for ease of comparison.

Type of exit	Men (£000 of pension)	Women (£000 of pension)
Death after retirement in normal health (current pensioners)		
Actual	10,217	8,775
Expected	9,686	8,461
Death after retirement in ill health		
Actual	4,672	2,851
Expected	4,226	2,506
Withdrawals (including refunds)		
Actual	13,672	22,256
Expected	14,116	21,372
Ill-health retirements		
Actual	1,773	1,951
Expected	1,578	2,079





g. Dashboard

Following the review by the Government Actuary's Department of all LGPS valuations as at 31 March 2016 under section 13 of the Public Service Pensions Act 2013, a standard "dashboard" has been added to the report on the valuation to aid comparison between valuation reports for different LGPS funds.

Past service funding position – local funding basis

Funding level (assets/liabilities)	106%
Funding level (change since last valuation)	12%
Asset value used at the valuation	£14,363.0m
Value of liabilities	£13,496.9m
Surplus (deficit)	£866.1m
Discount rate(s)	1.30% - 4.35% pa
Assumed pension increases (CPI)	2.10% pa
Method of derivation of discount rate, plus any changes since previous valuation	The Funding Strategy Statement describes the approach used to set the funding target and hence the discount rates. The Administering Authority adopts different discount rates depending on employers' circumstances including the likelihood of exit and what would happen to the liabilities on exit.

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Assumed life expectancies at age 65:	
▪ Average life expectancy for current pensioners - men currently age 65	21.8 years
▪ Average life expectancy for current pensioners - women currently age 65	24.5 years
▪ Average life expectancy for future pensioners (current actives) - men currently age 45	22.4 years
▪ Average life expectancy for future pensioners (current actives) - women currently age 45	25.6 years
Past service funding position – SAB basis (for comparison purposes only)	
Market value of assets	£14,363.0m
Value of liabilities	£12,807.1m
Funding level on SAB basis (assets/liabilities)	112%
Funding level on SAB basis (change since last valuation)	10%
Contribution rates payable	
Primary contribution rate	18.0% of pay
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance):	
▪ Secondary contribution rate 2020/21	(£27.672m)
▪ Secondary contribution rate 2021/22	(£26.863m)
▪ Secondary contribution rate 2022/23	(£25.777m)
Giving total expected contributions:	
▪ Total expected contributions 2020/21 (£ figure based on assumed payroll of £1,870.6m)	£308.549m
▪ Total expected contributions 2021/22 (£ figure based on assumed payroll of £1,933.3m)	£320.622m
▪ Total expected contributions 2022/23 (£ figure based on assumed payroll of £1,998.1m)	£333.348m
Average employee contribution rate (% of pay)	6.3% of pay
Employee contribution rate (£ figure based on assumed payroll)	£117.2m



Additional information

Percentage of liabilities relating to employers in deficit with deficit recovery periods of longer than 20 years 7%

Percentage of total liabilities that are in respect of Tier 3 employers 14%

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h. Rates and Adjustments Certificate

Actuarial certificate given for the purposes of Regulation 62 of the Local Government Pension Scheme Regulations 2013.

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013 ('the 2013 Regulations'), we certify that contributions should be paid by employers at the following rates for the period 1 April 2020 to 31 March 2023.

- Primary contribution rates for individual employers as shown below. The primary rate for the whole Fund, calculated as a weighted average of the employers' individual rates, is 18.0% p.a. of pensionable pay.
- Individual adjustments (i.e. secondary contribution rates) which, when added to or subtracted from the primary rate, produce the following minimum employer contribution rates.

Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Scheduled bodies, Resolution bodies and Admission bodies where the Scheduled and Subsumption Body Funding Target applies								
Abbey Multi Academy Trust	382	18.5%	(2.6%)	(1.8%)	(1.1%)	15.9%	16.7%	17.4%
Absolute Catering Limited (Batley Multi Academy Trust)	839	23.7%	(4.7%)	(4.7%)	(4.7%)	19.0%	19.0%	19.0%
Absolute Catering Ltd (BGS)	592	26.3%	(13.7%)	(13.7%)	(13.7%)	12.6%	12.6%	12.6%
Accord Multi Academy Trust	687	17.5%	(2.4%)	(2.1%)	(1.7%)	15.1%	15.4%	15.8%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Ackworth Parish Council	283	19.0%	(0.4%)	(0.2%)	(0.1%)	18.6%	18.8%	18.9%
Addingham Parish Council	637	19.0%	2.2% plus £130	1.9% plus £130	1.7% plus £130	21.2% plus £130	20.9% plus £130	20.7% plus £130
Affinity Trust	397	22.6%	(22.6%)	(22.6%)	(22.6%)	0.0%	0.0%	0.0%
Amey Community Ltd (Bradford BSF P1 FM Services)	298	21.5%	(21.5%)	(21.5%)	(21.5%)	0.0%	0.0%	0.0%
Amey Community Ltd (Bradford BSF P2 FM Services)	354	19.5%	(3.3%)	(3.3%)	(3.3%)	16.2%	16.2%	16.2%
Amey Infrastructure Services Ltd (Wakefield)	238	22.4%	(22.4%)	(22.4%)	(22.4%)	0.0%	0.0%	0.0%
APCOA	689	23.1%	0.9%	0.9%	0.9%	24.0%	24.0%	24.0%
Arcadis (UK) Ltd	696	21.3%	(17.5%)	(17.5%)	(17.5%)	3.8%	3.8%	3.8%
Aspens Services Ltd (Appleton Academy)	683	22.7%	0.9% plus £2,300	0.9% plus £2,400	0.9% plus £2,500	23.6% plus £2,300	23.6% plus £2,400	23.6% plus £2,500
Aspens Services Ltd (Featherstone Academy)	527	24.7%	(24.7%)	(24.7%)	(24.7%)	0.0%	0.0%	0.0%
Aspens Services Ltd (Oasis Academy)	676	22.9%	(14.5%)	(14.5%)	(14.5%)	8.4%	8.4%	8.4%
Aspire Community Benefit Society Ltd	571	21.5%	(12.0%)	(12.0%)	(12.0%)	9.5%	9.5%	9.5%
Baldon Town Council	626	19.0%	0.0%	0.3%	0.7%	19.0%	19.3%	19.7%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Barnardos Askham Grange Prison	349	22.2%	(22.2%)	(22.2%)	(22.2%)	0.0%	0.0%	0.0%
Batley Multi Academy Trust	373	17.6%	(1.0%)	(0.8%)	(0.5%)	16.6%	16.8%	17.1%
Beckfoot Trust	496	17.7%	(1.4%)	(1.0%)	(0.7%)	16.3%	16.7%	17.0%
Belle Isle Tenant Management	225	19.4%	0.9%	0.9% plus £300	0.9% plus £1,100	20.3%	20.3% plus £300	20.3% plus £1,100
BID Services	524	23.2%	(8.0%)	(8.0%)	(8.0%)	15.2%	15.2%	15.2%
Birstall Primary Academy	471	17.0%	(1.8%)	(1.4%)	(1.0%)	15.2%	15.6%	16.0%
Blessed Christopher Wharton Academy Trust	656	19.1%	(2.6%)	(2.1%)	(1.6%)	16.5%	17.0%	17.5%
Blessed Peter Snow Catholic Academy Trust	590	18.9%	(2.5%)	(1.9%)	(1.3%)	16.4%	17.0%	17.6%
Boothroyd Primary Academy	515	17.3%	(1.8%)	(1.2%)	(0.6%)	15.5%	16.1%	16.7%
Bradford Academy	280	16.1%	(2.2%)	(1.7%)	(1.2%)	13.9%	14.4%	14.9%
Bradford Council	2	18.2%	(1.1%)	(1.1%)	(1.1%)	17.1%	17.1%	17.1%
Bradford Diocesan Academies Trust	448	17.6%	(2.3%)	(1.7%)	(1.2%)	15.3%	15.9%	16.4%
Bradshaw Primary School	410	16.4%	(2.9%)	(2.5%)	(2.1%)	13.5%	13.9%	14.3%
Brighouse Academy	352	19.3%	(0.1%)	0.0%	0.0%	19.2%	19.3%	19.3%





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			2020	2021	2022	2020	2021	2022
			Brighter Futures Academy Trust	436	18.8%	(3.1%)	(2.8%)	(2.4%)
Brigshaw Learning Partnership	672	18.7%	0.0%	0.1%	0.2%	18.7%	18.8%	18.9%
British Gas Social Housing Ltd	660	21.0%	0.9% plus £6,770	0.9% plus £7,000	0.9% plus £1,800	21.9% plus £6,770	21.9% plus £7,000	21.9% plus £1,800
Bronte Academy Trust	911	19.3%	(1.5%)	(1.1%)	(0.7%)	17.8%	18.2%	18.6%
Brooksbank School Sports College	388	20.1%	(3.6%)	(3.1%)	(2.6%)	16.5%	17.0%	17.5%
Bullough Contract Services Ltd (Leeds City College)	453	26.8%	(26.8%)	(26.8%)	(26.8%)	0.0%	0.0%	0.0%
Bullough (WRAT)	889	21.0%	0.9%	0.9%	0.9%	21.9%	21.9%	21.9%
Burley Parish Council	293	19.0%	(1.7%)	(1.2%)	(0.7%)	17.3%	17.8%	18.3%
Burnley Road Academy	380	19.1%	(2.9%)	(2.6%)	(2.3%)	16.2%	16.5%	16.8%
C & K Careers Limited	159	21.0%	(0.8%) plus £13,000	(1.4%)	(2.6%)	20.2% plus £13,000	19.6%	18.4%
Cafcass	197	17.3%	2.1% plus £1,050,000	2.1% plus £630,000	2.1% plus £189,000	19.4% plus £1,050,000	19.4% plus £630,000	19.4% plus £189,000
Calderdale MBC	4	18.2%	(1.1%)	(1.1%)	(1.1%)	17.1%	17.1%	17.1%
Carroll Cleaning (Wakefield)	477	23.7%	(23.5%)	(23.5%)	(23.5%)	0.2%	0.2%	0.2%
Carroll Cleaning Company Ltd (Birkenshaw Primary)	498	25.9%	0.9% plus £120	0.9%	0.9%	26.8% plus £120	26.8%	26.8%

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			2020	2021	2022	2020	2021	2022
Carroll Cleaning Company Ltd (Frizinghall)	577	22.3%	0.9% plus £1,050	0.9%	0.9%	23.2% plus £1,050	23.2%	23.2%
Carroll Cleaning Company Ltd (Holy Trinity Primary)	493	24.6%	(4.1%)	(4.1%)	(4.1%)	20.5%	20.5%	20.5%
Carroll Cleaning Company Ltd (Lapage Primary School)	635	25.8%	(2.4%)	(2.4%)	(2.4%)	23.4%	23.4%	23.4%
Carroll Cleaning Company Ltd (Lee Mount Primary School)	545	25.0%	(25.0%)	(25.0%)	(25.0%)	0.0%	0.0%	0.0%
Carroll Cleaning Company Ltd (Nessfield Primary School)	798	28.0%	(0.3%)	(0.3%)	(0.3%)	27.7%	27.7%	27.7%
Carroll Cleaning Company Ltd (Peel Park Primary School)	704	24.6%	(1.0%)	(1.0%)	(1.0%)	23.6%	23.6%	23.6%
Carroll Cleaning Company Ltd (Whetley)	426	23.6%	0.9% plus £500	0.9% plus £510	0.9% plus £530	24.5% plus £500	24.5% plus £510	24.5% plus £530
Castleford Academy Trust	344	18.1%	(2.1%)	(1.5%)	(0.8%)	16.0%	16.6%	17.3%
CaterLink Limited (Ireland Wood Primary School)	898	21.0%	0.9% plus £470	0.9% plus £200	0.9%	21.9% plus £470	21.9% plus £200	21.9%





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			2020	2021	2022	2020	2021	2022
CaterLink limited (Broadgate Primary School)	896	25.7%	0.9% plus £1,680	0.9% plus £730	0.9%	26.6% plus £1,680	26.6% plus £730	26.6%
Churchill Contract Services (BBG Academy)	582	25.3%	(24.6%)	(24.6%)	(24.6%)	0.7%	0.7%	0.7%
Churchill Contract Services (Share MAT)	810	23.4%	0.9% plus £15,300	0.9% plus £1,300	0.9%	24.3% plus £15,300	24.3% plus £1,300	24.3%
Clayton Parish Council	250	19.0%	(5.5%)	(4.5%)	(3.5%)	13.5%	14.5%	15.5%
Cockburn Multi Academy Trust	636	17.3%	(2.8%)	(2.3%)	(1.8%)	14.5%	15.0%	15.5%
Collaborative Learning Trust	395	18.4%	(3.2%)	(2.8%)	(2.5%)	15.2%	15.6%	15.9%
Community Accord	286	22.5%	(21.9%)	(21.2%)	(20.6%)	0.6%	1.3%	1.9%
Compass (Leeds PFI Schools)	322	23.1%	(23.1%)	(23.1%)	(23.1%)	0.0%	0.0%	0.0%
Compass Contract Services (Green Lane)	600	28.6%	(19.9%)	(19.9%)	(19.9%)	8.7%	8.7%	8.7%
Compass Contract Services (Laisterdyke)	688	27.1%	0.9% plus £320	0.9% plus £140	0.9%	28.0% plus £320	28.0% plus £140	28.0%
Compass Contract Services (Northern Education Trust)	718	23.5%	0.9% plus £5,200	0.9% plus £4,800	0.9%	24.4% plus £5,200	24.4% plus £4,800	24.4%
Compass Contract Services (Park View & E Garforth)	609	24.8%	(24.8%)	(24.8%)	(24.8%)	0.0%	0.0%	0.0%





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			2020	2021	2022	2020	2021	2022
Compass Contract Services (St John Fisher)	749	22.2%	(1.5%)	(1.5%)	(1.5%)	20.7%	20.7%	20.7%
Compass Contract Services (UK) Ltd	281	24.0%	(9.8%)	(9.8%)	(9.8%)	14.2%	14.2%	14.2%
Compass Contract Services (UK) Ltd (Chartwell)	381	15.8%	(15.8%)	(15.8%)	(15.8%)	0.0%	0.0%	0.0%
Compass Contract Services (UK) Pontefract Academies Trust	720	24.4%	(2.4%)	(2.4%)	(2.4%)	22.0%	22.0%	22.0%
Compass Contract Services (Westborough High School)	753	22.8%	0.9% plus £9,100	0.9%	0.9%	23.7% plus £9,100	23.7%	23.7%
Compass Contract Services (Whetley Academy)	779	21.4%	0.9% plus £2,500	0.9%	0.9%	22.3% plus £2,500	22.3%	22.3%
Compass Contract Services Ltd (Manor Croft)	581	23.9%	(23.9%)	(23.9%)	(23.9%)	0.0%	0.0%	0.0%
Consultant Cleaners Limited (Westborough High School)	752	23.8%	0.9% plus £14,400	0.9%	0.9%	24.7% plus £14,400	24.7%	24.7%
Co-Operative Academies Trust	444	17.2%	(3.5%)	(2.5%)	(1.6%)	13.7%	14.7%	15.6%

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			2020	2021	2022	2020	2021	2022
Cottingley Primary Academy	462	19.1%	(2.2%)	(1.9%)	(1.7%)	16.9%	17.2%	17.4%
Craft Centre & Design Gallery Ltd	66	16.0%	(2.4%)	(1.9%)	(1.4%)	13.6%	14.1%	14.6%
Red Kite Learning Trust	709	18.0%	(0.8%)	(0.5%)	(0.2%)	17.2%	17.5%	17.8%
Creative Support	489	22.0%	(22.0%)	(22.0%)	(22.0%)	0.0%	0.0%	0.0%
Crigglestone St James CE Primary Academy	421	18.2%	(2.0%)	(1.7%)	(1.3%)	16.2%	16.5%	16.9%
Crofton Academy	372	18.5%	(2.8%)	(2.9%)	(3.0%)	15.7%	15.6%	15.5%
Darrington C of E Primary School	501	19.2%	(0.6%)	(0.1%)	0.4%	18.6%	19.1%	19.6%
Delta Academies Trust	535	17.9%	(2.8%)	(2.3%)	(1.8%)	15.1%	15.6%	16.1%
Denby Dale Parish Council	101	19.0%	0.9% plus £1,700	0.9% plus £1,800	0.9% plus £2,000	19.9% plus £1,700	19.9% plus £1,800	19.9% plus £2,000
Dixons Academies Charitable Trust Ltd	536	17.2%	(2.7%)	(2.2%)	(1.8%)	14.5%	15.0%	15.4%
Elevate Multi Academy Trust	882	18.8%	1.5%	1.5%	1.4%	20.3%	20.3%	20.2%
Elite Cleaning and Environmental Services Ltd	429	26.2%	(26.2%)	(26.2%)	(26.2%)	0.0%	0.0%	0.0%
Engie Services Limited	606	20.7%	(13.2%)	(13.2%)	(13.2%)	7.5%	7.5%	7.5%
Enhance Academy Trust	722	18.5%	(2.7%)	(2.1%)	(1.6%)	15.8%	16.4%	16.9%





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			2020	2021	2022	2020	2021	2022
Ethos Academy Trust	901	16.8%	(1.2%)	(0.6%)	0.0%	15.6%	16.2%	16.8%
Exceed Academies Trust	692	16.6%	(2.7%)	(2.1%)	(1.6%)	13.9%	14.5%	15.0%
Feversham Education Trust	365	16.3%	(1.0%)	(0.7%)	(0.4%)	15.3%	15.6%	15.9%
Feversham Primary Academy	450	15.4%	(2.6%)	(1.9%)	(1.3%)	12.8%	13.5%	14.1%
Fieldhead Junior Infant And Nursery Academy	469	13.4%	(1.7%)	(1.5%)	(1.4%)	11.7%	11.9%	12.0%
Fleet Factors (Limited)	313	25.2%	(25.2%)	(25.2%)	(25.2%)	0.0%	0.0%	0.0%
Greetland Academy Trust	333	19.7%	(1.7%)	(1.2%)	(0.6%)	18.0%	18.5%	19.1%
Groundwork Leeds	64	22.4%	(0.4%) plus £4,400	(0.4%) plus £400	(5.2%)	22.0% plus £4,400	22.0% plus £400	17.2%
Groundwork Wakefield	54	21.7%	(4.9%)	(7.6%)	(10.3%)	16.8%	14.1%	11.4%
Halifax Opportunities Trust (Calderdale)	575	20.7%	(17.1%)	(17.1%)	(17.1%)	3.6%	3.6%	3.6%
Hebden Royd Town Council	174	19.0%	(2.2%)	(1.3%)	(0.3%)	16.8%	17.7%	18.7%
Heckmondwike GS Academy Trust	329	18.9%	1.1%	0.7%	0.4%	20.0%	19.6%	19.3%
Hemsworth Town Council	156	19.0%	(3.3%)	(3.3%)	(3.3%)	15.7%	15.7%	15.7%
Hepworth Gallery Trust	366	21.0%	(6.8%)	(7.2%)	(7.6%)	14.2%	13.8%	13.4%





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			2020	2021	2022	2020	2021	2022
HF Trust Limited	403	22.6%	(22.6%)	(22.6%)	(22.6%)	0.0%	0.0%	0.0%
Holme Valley Parish Council	166	19.0%	(11.8%)	(12.5%)	(13.2%)	7.2%	6.5%	5.8%
Holy Trinity Primary C of E Academy	423	18.7%	(2.2%)	(2.0%)	(1.7%)	16.5%	16.7%	17.0%
Horbury Bridge CE J and I School	409	17.9%	(2.1%)	(1.6%)	(1.1%)	15.8%	16.3%	16.8%
Horsforth School Academy	399	17.9%	(3.3%)	(3.1%)	(2.9%)	14.6%	14.8%	15.0%
Horsforth Town Council	323	19.0%	(5.0%)	(4.0%)	(3.0%)	14.0%	15.0%	16.0%
Horton Housing Association (Bradford)	655	20.8%	(20.8%)	(20.8%)	(20.8%)	0.0%	0.0%	0.0%
Humankind Charity (Leeds)	729	21.6%	0.9% plus £5,900	0.9% plus £6,100	0.9% plus £1,000	22.5% plus £5,900	22.5% plus £6,100	22.5% plus £1,000
Hutchinson Catering Ltd (Guiseley School)	890	25.6%	0.9% plus £3,100	0.9%	0.9%	26.5% plus £3,100	26.5%	26.5%
I S S Mediclean Ltd	695	23.3%	0.9% plus £66,000	0.9% plus £68,000	0.9% plus £70,000	24.2% plus £66,000	24.2% plus £68,000	24.2% plus £70,000
Ilkley Parish Council	167	19.0%	(3.3%)	(2.3%)	(1.3%)	15.7%	16.7%	17.7%
Impact Education Multi Academy Trust	520	17.0%	(1.5%)	(1.1%)	(0.8%)	15.5%	15.9%	16.2%
Innovate Services Ltd (Crossflatts)	751	20.0%	0.9% plus £410	0.9% plus £430	0.9% plus £180	20.9% plus £410	20.9% plus £430	20.9% plus £180
Inspire Partnership Multi Academy Trust	649	18.1%	(0.7%)	(0.5%)	(0.2%)	17.4%	17.6%	17.9%





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			2020	2021	2022	2020	2021	2022
Interaction and Communication Academy Trust	617	16.6%	(1.2%)	(0.8%)	(0.5%)	15.4%	15.8%	16.1%
Interserve (Facilities Management) Ltd	295	21.9%	(21.9%)	(21.9%)	(21.9%)	0.0%	0.0%	0.0%
Interserve (Facilities Management) Ltd (PCC for West Yorkshire)	542	24.2%	(24.2%)	(24.2%)	(24.2%)	0.0%	0.0%	0.0%
Interserve Catering Services Ltd	246	24.5%	(7.0%)	(7.0%)	(7.0%)	17.5%	17.5%	17.5%
Interserve Integrated Services Ltd	247	23.3%	(23.3%)	(23.3%)	(23.3%)	0.0%	0.0%	0.0%
Jerry Clay Academy	375	18.8%	(1.8%)	(1.6%)	(1.3%)	17.0%	17.2%	17.5%
John Smeaton Academy	531	15.2%	(2.1%)	(1.8%)	(1.4%)	13.1%	13.4%	13.8%
Keepmoat Property Services Limited	523	22.4%	(14.1%)	(14.1%)	(14.1%)	8.3%	8.3%	8.3%
Keighley Town Council	240	19.0%	(7.6%)	(6.6%)	(5.6%)	11.4%	12.4%	13.4%
Khalsa Science Academy	511	15.6%	(3.1%)	(2.3%)	(1.4%)	12.5%	13.3%	14.2%
King James School	435	19.1%	(4.3%)	(3.8%)	(3.4%)	14.8%	15.3%	15.7%
Kirkburton Parish Council	198	19.0%	1.0%	0.0%	(1.0%)	20.0%	19.0%	18.0%
Kirklees Active Leisure	214	13.1%	(3.2%)	(2.8%)	(2.5%)	9.9%	10.3%	10.6%

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			2020	2021	2022	2020	2021	2022
Kirklees Citizens Advice and Law Centre	165	22.2%	(7.6%)	(8.9%)	(10.2%)	14.6%	13.3%	12.0%
Kirklees Council	5	18.3%	(2.4%)	(2.4%)	(2.4%)	15.9%	15.9%	15.9%
Kirklees Neighbourhood Housing	213	16.9%	(3.9%)	(4.0%)	(4.2%)	13.0%	12.9%	12.7%
Laisterdyke Leadership Academy	646	18.6%	(1.5%)	(0.9%)	(0.3%)	17.1%	17.7%	18.3%
Learning Accord Multi Academy Trust	700	17.6%	(0.9%)	(0.4%)	0.1%	16.7%	17.2%	17.7%
Leeds Appropriate Adult Service	811	22.6%	0.9% plus £4,150	0.9%	0.9%	23.5% plus £4,150	23.5%	23.5%
Leeds Centre for Integrated Living	351	20.3%	0.9% plus £95,500	0.9%	0.9%	21.2% plus £95,500	21.2%	21.2%
Leeds Citizens Advice	104	19.1%	(1.0%)	(0.7%)	(0.3%)	18.1%	18.4%	18.8%
Leeds City Academy	568	17.0%	(0.6%)	(0.5%)	(0.5%)	16.4%	16.5%	16.5%
Leeds Council	3	17.4%	(1.5%)	(1.5%)	(1.5%)	15.9%	15.9%	15.9%
Leeds Grand Theatre & Opera House	28	16.5%	(1.0%)	(0.8%)	(0.6%)	15.5%	15.7%	15.9%
Leeds Jewish Free School	675	17.7%	(3.3%)	(2.5%)	(1.8%)	14.4%	15.2%	15.9%
Leeds Society For Deaf & Blind People	45	20.6%	(20.6%)	(20.6%)	(20.6%)	0.0%	0.0%	0.0%
Leodis Academies Trust	642	18.4%	(1.7%)	(1.3%)	(0.8%)	16.7%	17.1%	17.6%





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			2020	2021	2022	2020	2021	2022
Liberty Gas Outer West	717	26.7%	0.9% plus £500	0.9% plus £600	0.9% plus £600	27.6% plus £500	27.6% plus £600	27.6% plus £600
Liberty Gas West	716	22.2%	0.9% plus £21,500	0.9%	0.9%	23.1% plus £21,500	23.1%	23.1%
Lighthouse School	465	13.9%	(3.4%)	(2.4%)	(1.5%)	10.5%	11.5%	12.4%
Lindley CE Infant Academy	569	19.0%	(1.4%)	(1.1%)	(0.7%)	17.6%	17.9%	18.3%
Lindley Junior School Academy Trust	385	19.3%	(1.9%)	(1.6%)	(1.3%)	17.4%	17.7%	18.0%
Locala	643	17.8%	(17.8%)	(17.8%)	(17.8%)	0.0%	0.0%	0.0%
Locala (Calderdale)	727	23.6%	(7.9%)	(7.9%)	(7.9%)	15.7%	15.7%	15.7%
Making Spaces	490	23.2%	(23.2%)	(23.2%)	(23.2%)	0.0%	0.0%	0.0%
Mast Academy Trust	702	18.7%	(0.7%)	(0.6%)	(0.6%)	18.0%	18.1%	18.1%
Mears Ltd (South)	346	21.5%	(21.5%)	(21.5%)	(21.5%)	0.0%	0.0%	0.0%
Mears Ltd (West)	347	22.7%	(22.7%)	(22.7%)	(22.7%)	0.0%	0.0%	0.0%
Mellors Catering Services Ltd (Cavendish Primary)	880	21.3%	0.9% plus £4,670	0.9% plus £2,020	0.9%	22.2% plus £4,670	22.2% plus £2,020	22.2%
Meltham Town Council	274	19.0%	(2.8%)	(2.3%)	(1.8%)	16.2%	16.7%	17.2%
Menston Parish Council	467	19.0%	2.4% plus £100	2.1% plus £100	1.8% plus £100	21.4% plus £100	21.1% plus £100	20.8% plus £100
Micklefield Parish Council	261	19.0%	(4.4%)	(3.4%)	(2.4%)	14.6%	15.6%	16.6%
Minsthorpe Academy Trust	369	18.2%	(2.9%)	(2.4%)	(2.0%)	15.3%	15.8%	16.2%





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			2020	2021	2022	2020	2021	2022
Mitie (PFI Ltd)	269	25.3%	(25.3%)	(25.3%)	(25.3%)	0.0%	0.0%	0.0%
Mitie Limited (Leeds Schools PFI)	860	23.2%	(0.3%)	(0.3%)	(0.3%)	22.9%	22.9%	22.9%
Moorlands Learning Trust	364	18.7%	(1.7%)	(1.3%)	(1.0%)	17.0%	17.4%	17.7%
Morley Town Council	195	19.0%	(10.5%)	(11.5%)	(12.5%)	8.5%	7.5%	6.5%
Mountain Healthcare Ltd (WY Police)	641	21.5%	0.9% plus £4,510	0.9%	0.9%	22.4% plus £4,510	22.4%	22.4%
National Coal Mining Museum for England	62	22.5%	(0.7%)	(0.9%)	(1.2%)	21.8%	21.6%	21.3%
New Collaborative Learning Trust	750	16.2%	(0.7%)	(0.3%)	0.1%	15.5%	15.9%	16.3%
NIC Services Group LTD (Middleton St Mary's Leeds)	731	25.7%	0.5%	0.5%	0.5%	26.2%	26.2%	26.2%
Normanton Town Council	265	19.0%	(5.8%)	(4.8%)	(3.8%)	13.2%	14.2%	15.2%
North Halifax Grammar Academy	356	19.7%	(1.9%)	(1.5%)	(1.1%)	17.8%	18.2%	18.6%
North Halifax Partnership Ltd	574	20.3%	(20.3%)	(20.3%)	(20.3%)	0.0%	0.0%	0.0%
Northern Ambition Academies Trust	345	18.9%	(2.4%)	(1.7%)	(1.0%)	16.5%	17.2%	17.9%
Northern Education Trust	723	17.4%	(2.9%)	(2.5%)	(2.0%)	14.5%	14.9%	15.4%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Northern Star Academies Trust	897	17.5%	(0.1%)	0.3%	0.6%	17.4%	17.8%	18.1%
Northorpe Hall Child and Family Trust	27	23.3%	(11.4%)	(13.8%)	(16.1%)	11.9%	9.5%	7.2%
NPS Leeds Limited	404	21.0%	(21.0%)	(21.0%)	(21.0%)	0.0%	0.0%	0.0%
Nurture Academies Trust	684	17.5%	(1.4%)	(1.1%)	(0.7%)	16.1%	16.4%	16.8%
Oasis Academy Lister Park	505	16.7%	(2.1%)	(1.8%)	(1.5%)	14.6%	14.9%	15.2%
Old Earth Academy	378	18.7%	(2.2%)	(1.8%)	(1.3%)	16.5%	16.9%	17.4%
One In A Million Free School	519	16.5%	(1.3%)	(0.8%)	(0.2%)	15.2%	15.7%	16.3%
Otley Town Council	69	19.0%	(8.0%)	(7.5%)	(7.1%)	11.0%	11.5%	11.9%
Outwood Academy Freeston	885	17.8%	(0.3%)	(0.2%)	(0.2%)	17.5%	17.6%	17.6%
Outwood Academy Hemsworth	886	17.6%	(0.1%)	(0.2%)	(0.3%)	17.5%	17.4%	17.3%
Outwood Academy Wakefield City	888	16.7%	0.8%	0.3%	(0.3%)	17.5%	17.0%	16.4%
Outwood Grange Academy	310	16.6%	(1.2%)	(0.9%)	(0.5%)	15.4%	15.7%	16.1%
Outwood Primary Academy Bell Lane	883	17.2%	0.5%	0.7%	0.9% plus £200	17.7%	17.9%	18.1% plus £200
Outwood Primary Academy Kirkhamgate	473	17.0%	(1.8%)	(1.6%)	(1.4%)	15.2%	15.4%	15.6%





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			2020	2021	2022	2020	2021	2022
Outwood Primary Academy Ledger Lane	463	18.2%	(3.0%)	(2.4%)	(1.8%)	15.2%	15.8%	16.4%
Outwood Primary Academy Lofthouse Gate	504	17.9%	(1.5%)	(1.1%)	(0.7%)	16.4%	16.8%	17.2%
Outwood Primary Academy Newstead Green	887	17.0%	0.5%	0.3%	0.1%	17.5%	17.3%	17.1%
Outwood Primary Academy Park Hill	884	16.0%	1.5%	1.4%	1.3%	17.5%	17.4%	17.3%
Owlcotes Multi Academy Trust	830	17.2%	(0.2%)	0.0%	0.2%	17.0%	17.2%	17.4%
Pennine Academies Yorkshire	834	17.8%	(0.8%)	(0.4%)	0.1%	17.0%	17.4%	17.9%
Pinnacle (FM) Ltd (Kirklees)	294	23.6%	(12.8%)	(12.8%)	(12.8%)	10.8%	10.8%	10.8%
Pinnacle (W Y Police)	867	24.9%	0.9% plus £24,900	0.9% plus £10,800	0.9%	25.8% plus £24,900	25.8% plus £10,800	25.8%
Pinnacle FM Limited	259	25.3%	(25.3%)	(25.3%)	(25.3%)	0.0%	0.0%	0.0%
Pontefract Academies Trust	479	18.6%	(1.7%)	(1.6%)	(1.4%)	16.9%	17.0%	17.2%
Pool Parish Council	328	19.0%	4.9% plus £180	4.1% plus £190	3.3% plus £200	23.9% plus £180	23.1% plus £190	22.3% plus £200
Possibilities CIC	685	23.0%	0.9% plus £12,000	0.9%	0.9%	23.9% plus £12,000	23.9%	23.9%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Priestley Academy Trust	694	16.4%	(1.8%)	(1.5%)	(1.2%)	14.6%	14.9%	15.2%
Prospects Services (Bradford 3)	693	24.7%	0.1%	0.1%	0.1%	24.8%	24.8%	24.8%
Rainbow Primary Free School	393	14.1%	(1.8%)	(1.2%)	(0.6%)	12.3%	12.9%	13.5%
Rastrick High School Academy Trust	384	18.6%	(2.4%)	(2.2%)	(2.1%)	16.2%	16.4%	16.5%
Rawdon Parish Council	517	19.0%	(0.5%)	0.0%	0.4%	18.5%	19.0%	19.4%
Reevy Hill Primary School	671	18.4%	(3.0%)	(2.3%)	(1.6%)	15.4%	16.1%	16.8%
Renewi UK Services Limited	466	22.3%	(7.3%)	(7.3%)	(7.3%)	15.0%	15.0%	15.0%
Rodillian Multi Academy Trust	416	17.3%	(2.1%)	(1.6%)	(1.0%)	15.2%	15.7%	16.3%
Rooks Nest Academy	379	19.2%	(0.9%)	(0.9%)	(0.9%)	18.3%	18.3%	18.3%
Ryburn Valley Academy	566	17.2%	(1.6%)	(1.1%)	(0.6%)	15.6%	16.1%	16.6%
Ryhill Parish Council	13	19.0%	(5.0%)	(4.0%)	(3.0%)	14.0%	15.0%	16.0%
Salendine Nook Academy Trust	405	17.5%	(4.1%)	(3.6%)	(3.2%)	13.4%	13.9%	14.3%
Salterlee Academy Trust	374	15.9%	(2.0%)	(1.4%)	(0.8%)	13.9%	14.5%	15.1%
Scout Road Academy	371	18.4%	(1.3%)	(1.1%)	(0.8%)	17.1%	17.3%	17.6%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Servest (BBG Academy)	640	23.8%	0.9% plus £6,850	0.9%	0.9%	24.7% plus £6,850	24.7%	24.7%
SHARE Multi Academy Trust	616	17.4%	(1.1%)	(0.8%)	(0.5%)	16.3%	16.6%	16.9%
Shibden Head Primary Academy	470	20.8%	(2.3%)	(1.9%)	(1.4%)	18.5%	18.9%	19.4%
Shirley Manor Primary Academy	534	17.5%	(2.1%)	(1.5%)	(0.9%)	15.4%	16.0%	16.6%
Sitlington Parish Council	621	19.0%	4.7% plus £160	3.9% plus £170	3.2% plus £180	23.7% plus £160	22.9% plus £170	22.2% plus £180
Sodexo Ltd	861	23.9%	(0.8%)	(0.8%)	(0.8%)	23.1%	23.1%	23.1%
South Elmsall Town Council	14	19.0%	1.5% plus £1,900	1.3% plus £2,000	1.2% plus £2,100	20.5% plus £1,900	20.3% plus £2,000	20.2% plus £2,100
South Hiendley Parish Council	266	19.0%	(4.0%)	(3.0%)	(2.0%)	15.0%	16.0%	17.0%
South Kirby & Moorthorpe Town Council	603	19.0%	(3.1%)	(2.2%)	(1.3%)	15.9%	16.8%	17.7%
South Ossett Infants Academy	394	20.2%	(2.5%)	(2.2%)	(2.0%)	17.7%	18.0%	18.2%
South Pennine Academies	368	17.5%	(2.2%)	(1.6%)	(1.0%)	15.3%	15.9%	16.5%
Spie Ltd	615	25.2%	(23.7%)	(23.7%)	(23.7%)	1.5%	1.5%	1.5%
SSE Contracting Limited	263	22.8%	(7.9%)	(7.9%)	(7.9%)	14.9%	14.9%	14.9%





Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
St Annes (Bradford) Community Services	401	22.6%	(16.6%)	(16.6%)	(16.6%)	6.0%	6.0%	6.0%
St Gregory the Great Catholic Academy Trust	774	20.6%	(1.3%)	(0.8%)	(0.3%)	19.3%	19.8%	20.3%
St Johns (CE) Primary Academy Trust	387	19.1%	(2.8%)	(2.3%)	(1.7%)	16.3%	16.8%	17.4%
St Johns Primary Academy Rishworth	458	18.0%	(0.5%)	(0.7%)	(0.9%)	17.5%	17.3%	17.1%
St Vincent de Pauls Society (England & Wales)	708	22.9%	(22.9%)	(22.9%)	(22.9%)	0.0%	0.0%	0.0%
Star Academies Trust	864	17.5%	(1.0%)	(0.6%)	(0.2%)	16.5%	16.9%	17.3%
Suez Recycling And Recovery UK Limited	667	22.4%	(22.4%)	(22.4%)	(22.4%)	0.0%	0.0%	0.0%
Taylor Shaw Limited (Gorse Academies Trust)	714	22.2%	(1.9%)	(1.9%)	(1.9%)	20.3%	20.3%	20.3%
Taylor Shaw Ltd (Cookridge Holy Trinity School)	611	24.8%	(24.8%)	(24.8%)	(24.8%)	0.0%	0.0%	0.0%
Taylor Shaw Ltd (Gorse Academies Trust)	859	23.7%	0.6%	0.6%	0.6%	24.3%	24.3%	24.3%
Taylor Shaw Ltd (Swarcliffe Primary School)	601	22.0%	0.9% plus £8,330	0.9%	0.9%	22.9% plus £8,330	22.9%	22.9%

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			2020	2021	2022	2020	2021	2022
The Anah Project	278	25.4%	(25.4%)	(25.4%)	(25.4%)	0.0%	0.0%	0.0%
The Bishop Konstant Catholic Trust	447	18.9%	(1.7%)	(1.1%)	(0.5%)	17.2%	17.8%	18.4%
The Bishop Wheeler Catholic Academy Trust	481	18.9%	(1.8%)	(1.4%)	(1.1%)	17.1%	17.5%	17.8%
The Crossley Heath Academy Trust	464	19.8%	(1.8%)	(1.3%)	(0.8%)	18.0%	18.5%	19.0%
The Family Of Learning Trust	383	17.3%	(1.2%)	(1.1%)	(0.9%)	16.1%	16.2%	16.4%
The Gorse Academies Trust	537	16.1%	(1.3%)	(0.8%)	(0.3%)	14.8%	15.3%	15.8%
The MFG Academies Trust	348	16.4%	(0.7%)	(0.6%)	(0.4%)	15.7%	15.8%	16.0%
Thornhill Junior And Infant School	690	18.5%	(1.5%)	(1.0%)	(0.4%)	17.0%	17.5%	18.1%
Thornton Primary School	710	17.3%	(1.8%)	(1.4%)	(0.9%)	15.5%	15.9%	16.4%
TNS Catering (SPTA)	608	24.2%	(24.2%)	(24.2%)	(24.2%)	0.0%	0.0%	0.0%
Todmorden Town Council	188	19.0%	(10.0%)	(9.0%)	(8.0%)	9.0%	10.0%	11.0%
Tong Leadership Academy	701	17.3%	(2.4%)	(1.8%)	(1.3%)	14.9%	15.5%	16.0%
Trinity Academy Halifax	326	15.7%	(4.3%)	(3.5%)	(2.8%)	11.4%	12.2%	12.9%
Turning Lives Around	290	22.7%	(22.7%)	(22.7%)	(22.7%)	0.0%	0.0%	0.0%





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			2020	2021	2022	2020	2021	2022
Turning Point	413	23.4%	(23.4%)	(23.4%)	(23.4%)	0.0%	0.0%	0.0%
United Response	400	23.3%	(23.3%)	(23.3%)	(23.3%)	0.0%	0.0%	0.0%
University Academy Keighley	330	17.6%	(1.9%)	(1.8%)	(1.8%)	15.7%	15.8%	15.8%
University Technical College Leeds	673	15.2%	(3.1%)	(2.4%)	(1.6%)	12.1%	12.8%	13.6%
Wakefield MDC	6	17.9%	(0.4%)	(0.4%)	(0.4%)	17.5%	17.5%	17.5%
Waterton Academy Trust	572	18.2%	(2.0%)	(1.4%)	(0.7%)	16.2%	16.8%	17.5%
Wellspring Academies Trust	632	14.7%	0.1%	0.2%	0.3%	14.8%	14.9%	15.0%
West Yorkshire Combined Authority	538	16.3%	0.9% plus £180,000	0.9% plus £187,000	0.9% plus £193,000	17.2% plus £180,000	17.2% plus £187,000	17.2% plus £193,000
Wetherby Town Council	80	19.0%	(4.0%)	(4.6%)	(5.3%)	15.0%	14.4%	13.7%
Whitehill Community Academy	355	16.5%	(0.7%)	(0.4%)	(0.2%)	15.8%	16.1%	16.3%
Wilsden Primary School	711	18.7%	(1.7%)	(1.3%)	(0.9%)	17.0%	17.4%	17.8%
Wolseley UK Ltd	613	24.0%	0.9% plus £4,800	0.9%	0.9%	24.9% plus £4,800	24.9%	24.9%
Woodside Academy	455	16.2%	(3.3%)	(2.6%)	(1.8%)	12.9%	13.6%	14.4%
Worth Valley Primary School	670	16.6%	(1.6%)	(1.1%)	(0.6%)	15.0%	15.5%	16.0%





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			2020	2021	2022	2020	2021	2022
WRAT - Leeds East Academy	595	14.5%	(2.6%)	(2.3%)	(1.9%)	11.9%	12.2%	12.6%
WRAT - Leeds West Academy	596	16.2%	(0.6%)	(0.3%)	0.1%	15.6%	15.9%	16.3%
WY Fire & Rescue Authority	74	17.4%	(0.2%)	(0.4%)	(0.5%)	17.2%	17.0%	16.9%
WY Police	73	16.4%	(1.4%)	(1.3%)	(1.2%)	15.0%	15.1%	15.2%
Yorkshire Purchasing Organisation	21	16.8%	(2.4%)	(2.6%)	(2.9%)	14.4%	14.2%	13.9%
Alwoodley Parish Council	508	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Action for Children (Bradford)	669	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Active Cleaning Ltd (Crofton Academy)	620	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Aspens Services Ltd (Leeds West Academy)	578	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Aspens Services Ltd (WRAT-Leeds East Academy)	594	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barnardos (Leeds Portage)	488	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bullough Contract Services (Bingley Grammar School)	340	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%





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			2020	2021	2022	2020	2021	2022
Bullough Contract Services Ltd (Brighouse Academy)	556	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bulloughs Contract Services (Leeds College Of Art)	654	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Carroll Cleaning Company Limited (East Garforth Primary Academy)	730	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Carroll Cleaning Company (Moorside Primary School)	742	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Carroll Cleaning Company Ltd (Thornbury)	576	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Caterlink (Grove Lea Primary School)	633	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Caterlink Ltd (Crigglestone St James Primary Academy)	548	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Compass Contract Services (UK) Ltd (SHARE MAT)	647	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%





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			2020	2021	2022	2020	2021	2022
Compass Contract Services (UK) Ltd (SPTA)	570	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Consultant Cleaners Limited	593	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Enviroserve (Calder High School)	745	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Enviroserve (Ebor Gardens Primary Academy)	796	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Enviroserve (Joseph Norton Academy)	862	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Enviroserve (Victoria Primary Academy)	794	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Interserve Facilities Management Ltd (WY Police Cleaning)	418	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ISS Facility Services Ltd	558	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LPM Cleaning Ltd	407	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mellors Catering Services (Southfield Grange)	591	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mitie Pest Control	425	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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			2020	2021	2022	2020	2021	2022
Ridge Crest Cleaning (North) Ltd (Rawson Primary School)	544	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RM Education Plc	285	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taylor Shaw (Guiseley)	279	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taylor Shaw Ltd (Crossgates, Beechwood & Whitelaith Schools)	598	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taylor Shaw Ltd (Fieldhead Grimes Manston)	559	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taylor Shaw Ltd (Parklands Primary)	561	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TNS Catering (Knottingley St Botolphs)	610	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Turning Point (Wakefield)	605	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yorkshire Community Housing	244	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Scheduled bodies and Admission bodies where an Intermediate Funding Target applies								
Aramark Ltd (Leeds Trinity University)	629	21.5%	(21.5%)	(21.5%)	(21.5%)	0.0%	0.0%	0.0%
Bradford College	106	20.2%	(4.2%)	(3.2%)	(2.2%)	16.0%	17.0%	18.0%

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Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
			Calderdale College	107	19.5%	(2.7%)	(1.9%)	(1.2%)
CBRE Managed Services Limited	664	26.3%	0.9% plus £7,400	0.9% plus £7,700	0.9% plus £7,900	27.2% plus £7,400	27.2% plus £7,700	27.2% plus £7,900
Churchill Contract Services (Bradford College Security)	678	24.0%	0.9% plus £32,000	0.9%	0.9%	24.9% plus £32,000	24.9%	24.9%
Churchill Contract Services (Bradford College)	622	27.1%	(4.6%)	(4.6%)	(4.6%)	22.5%	22.5%	22.5%
Crescent Further Education Limited	305	16.5%	(6.6%)	(5.6%)	(4.7%)	9.9%	10.9%	11.8%
Greenhead College	117	22.4%	(2.1%)	(1.3%)	(0.5%)	20.3%	21.1%	21.9%
Huddersfield New College	118	19.2%	(2.9%)	(2.1%)	(1.4%)	16.3%	17.1%	17.8%
Incommunities	233	19.3%	(4.2%)	(3.6%)	(3.0%)	15.1%	15.7%	16.3%
Kirklees College	301	21.1%	(4.1%)	(3.1%)	(2.1%)	17.0%	18.0%	19.0%
Leeds Arts University	123	17.3%	(1.5%)	(0.9%)	(0.3%)	15.8%	16.4%	17.0%
Leeds Beckett University	554	17.7%	(1.3%)	(0.6%)	0.1%	16.4%	17.1%	17.8%
Leeds City College	300	17.4%	(0.7%)	(0.4%)	(0.1%)	16.7%	17.0%	17.3%
Leeds College Of Building	113	20.2%	(4.5%)	(3.4%)	(2.3%)	15.7%	16.8%	17.9%
Leeds College Of Music	108	17.9%	(3.1%)	(2.1%)	(1.1%)	14.8%	15.8%	16.8%





Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Leeds Trinity University	39	19.0%	(0.1%)	0.1%	0.3%	18.9%	19.1%	19.3%
Northern School Of Contemporary Dance	124	17.1%	(3.3%)	(2.4%)	(1.6%)	13.8%	14.7%	15.5%
Notre Dame 6th Form College	120	20.8%	(3.6%)	(2.6%)	(1.6%)	17.2%	18.2%	19.2%
ShIPLEY College	115	20.0%	(2.5%)	(1.7%)	(0.9%)	17.5%	18.3%	19.1%
Together Housing Association (Greenvale)	651	20.3%	(3.5%)	(2.6%)	(1.7%)	16.8%	17.7%	18.6%
Together Housing Association (Pennine)	650	19.9%	(3.1%)	(2.2%)	(1.4%)	16.8%	17.7%	18.5%
University Of Bradford	83	20.6%	(0.3%)	(0.7%)	(1.2%)	20.3%	19.9%	19.4%
University Of Huddersfield	91	17.9%	(1.2%)	(0.7%)	(0.1%)	16.7%	17.2%	17.8%
Wakefield & District Housing	253	18.8%	(4.0%)	(3.6%)	(3.1%)	14.8%	15.2%	15.7%
Wakefield College	122	18.8%	(3.3%)	(2.4%)	(1.6%)	15.5%	16.4%	17.2%
Admission bodies where the Ongoing Orphan Admission Body Funding Target applies								
Arts Council England	211	35.9%	0.9%	0.9%	0.9%	36.8%	36.8%	36.8%
Aspire-Igen Group Ltd	161	36.7%	0.9% plus £117,400	0.9% plus £121,300	0.9% plus £125,400	37.6% plus £117,400	37.6% plus £121,300	37.6% plus £125,400
Aspire-Igen	162	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Basketball England	46	36.5%	0.9% plus £17,800	0.9% plus £18,400	0.9% plus £19,100	37.4% plus £17,800	37.4% plus £18,400	37.4% plus £19,100





Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
Bradford District Credit Union	191	36.8%	0.9% plus £2,200	0.9% plus £2,300	0.9% plus £2,400	37.7% plus £2,200	37.7% plus £2,300	37.7% plus £2,400
Care Quality Commission	239	37.7%	0.9% plus £175,000	0.9% plus £181,000	0.9% plus £187,000	38.6% plus £175,000	38.6% plus £181,000	38.6% plus £187,000
Catholic Care	37	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Coalfields Regeneration Trust	194	36.0%	(22.6%)	(22.6%)	(22.6%)	13.4%	13.4%	13.4%
Ofsted	209	38.0%	(38.0%)	(38.0%)	(38.0%)	0.0%	0.0%	0.0%
Open College Network Yorkshire & Humberside	181	41.1%	0.9% plus £13,700	0.9% plus £14,200	0.9% plus £14,600	42.0% plus £13,700	42.0% plus £14,200	42.0% plus £14,600
Progress to Change (Cardigan House)	33	36.7%	0.9% plus £116,100	0.9% plus £120,000	0.9% plus £124,000	37.6% plus £116,100	37.6% plus £120,000	37.6% plus £124,000
Progress to Change (Ripon House)	34	36.6%	0.9% plus £31,000	0.9% plus £32,000	0.9% plus £33,100	37.5% plus £31,000	37.5% plus £32,000	37.5% plus £33,100
Royds Community Association	169	35.9%	0.9% plus £372,200	0.9% plus £153,900	0.9%	36.8% plus £372,200	36.8% plus £153,900	36.8%
Sea Fish Industry Authority	51	36.3%	0.9% plus £220,000	0.9% plus £227,000	0.9% plus £235,000	37.2% plus £220,000	37.2% plus £227,000	37.2% plus £235,000
Skills For Care	182	36.2%	(7.7%) plus £225,200	0.9% plus £147,000	0.9% plus £152,000	28.5% plus £225,200	37.1% plus £147,000	37.1% plus £152,000
St Annes Community Services	35	36.7%	0.9% plus £370,000	0.9% plus £380,000	0.9% plus £390,000	37.6% plus £370,000	37.6% plus £380,000	37.6% plus £390,000
St Johns Approved Premises Limited	38	37.2%	0.9% plus £47,000	0.9% plus £48,600	0.9% plus £50,200	38.1% plus £47,000	38.1% plus £48,600	38.1% plus £50,200





Employer	Employer code	Primary contribution rate (% Pay)	Secondary contribution (% pensionable pay and £s) Year commencing 1 April			Total contributions (% pensionable pay and £s) Year commencing 1 April		
			2020	2021	2022	2020	2021	2022
William Henry Smith School	86	35.5%	0.9% plus £60,000	0.9% plus £62,000	0.9% plus £64,100	36.4% plus £60,000	36.4% plus £62,000	36.4% plus £64,100
Total		18.0%	(1.7%) plus £3,381,400	(1.5%) plus £2,442,520	(1.4%) plus £1,869,420	16.3% plus £3,381,400	16.5% plus £2,442,520	16.6% plus £1,869,420

Notes

Prepayments

At the request of the following employers, the Administering Authority agreed to allow them the option to pre-pay their certified contributions:

Bradford Council; Leeds City Council; Calderdale MBC; Kirklees Council; Wakefield MDC and West Yorkshire Combined Authority

Annual pre-payment

Subject to advance agreement by the Administering Authority, the employers listed above may elect to pre-pay their contributions for a year on the first working day in April of that year, in which case the amount payable will be calculated as the certified rate or amount multiplied by 0.979 and, in relation to a % of pay rate, multiplied by an assumed payroll for the year which will be notified in advance by the Administering Authority. A true-up calculation will be undertaken in April of the subsequent year to identify if an additional payment is required due to the actual pensionable pay over the relevant year having been higher than assumed.

3 years of pre-payment

Subject to advance agreement by the Administering Authority, the employers listed above may elect to pre-pay their contributions for all three years of the certificate on 1 April 2020 in which case the amount payable will be calculated as the

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certified rate or amount multiplied by 0.979 (for contributions due in 2020/21), 0.941 (for contributions due in 2021/22), and 0.905 (for contributions due in 2022/23) and, in relation to a % of pay rate, less 0.3% of pay and multiplied by an assumed payroll for the relevant year which will be notified by the Administering Authority before 1 April 2020. In addition, the employer will be required to pay a contribution towards the expenses of administering the Fund of 0.3% of Pensionable Pay each year. A true-up calculation will be undertaken in April 2021, April 2022 and April 2023 to identify if an additional payment is required due to actual pensionable pay over the previous year having been higher than assumed.

Arts Council

The Arts Council made a one-off contribution of £300,000 before 31 March 2020 to cover the secondary contribution amounts that would otherwise have been certified over the period of this Rates and Adjustments Certificate.

Review of contributions

Contributions for 2021/2022 and 2022/23 have been based on the valuation results as at 31 March 2019 which for many employers was a surplus. Whilst stepping down of contribution changes has been implemented for many employers, the principal councils elected to reduce their contributions immediately to benefit from the surplus. The effect of measures being taken to limit the Covid-19 pandemic on economic activity and asset values subsequent to the valuation date may mean the Fund and many employers are no longer in surplus by the time of the next valuation due as at 31 March 2022. As a result, the employer contributions for 2021/22 and 2022/23 set out above are subject to confirmation and, particularly for the principal councils, may be increased in order to avoid a higher increase being required from 1 April 2023 if the funding level falls materially below its 31 March 2019 level.

Other notes

The contributions shown above represent the minimum contributions to be paid by each employer. Employers may choose to pay additional contributions from time to time subject to the Administering Authority's agreement.

Where payments due from an employer are expressed as monetary amounts, the amounts payable by that employer may be adjusted to take account of any amounts payable, in respect of a surplus or shortfall to which those monetary payments relate, by new employers created after the valuation date which have been credited with proportions of the assets and liabilities of the relevant employer.





Additional contributions may be required in respect of any additional liabilities that arise under the provisions of Regulations 30, 31, 35 and 38 of the 2013 Regulations and employers will be notified of such contributions separately by the Administering Authority.

Additional contributions may be payable by any employers which have ceased to participate in the Fund since 31 March 2019 and these will be certified separately.

Contribution rates for Employers commencing participation in the Fund after 31 March 2019 will be advised separately.

Regulation 62(8) requires a statement to be made of the assumptions on which the certificate is given as regards the number of members, and the associated amount of liabilities arising, who will become entitled to payment of pensions under the LGPS regulations during the period covered by the certificate. These assumptions can be found in section e of the Further Information section of the formal report on the valuation as at 31 March 2019 dated 31 March 2020. They include assumptions relating to the members who are expected to become entitled to payment of pensions via normal retirement and ill health retirement. In practice members will also become entitled to payment of pensions via early retirement for reasons of redundancy or efficiency reasons as well as on voluntary early retirement, for which no assumption has been made.

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i. Glossary

Active member	A person who is employed by an employer participating in the Fund, and is paying (or is treated as paying) contributions to the Fund (includes certain members temporarily absent, e.g. due to family leave or sickness).
Admission body	An employer admitted to the Fund under an admission agreement.
Attained age method	This is one of the methods used by actuaries to calculate a contribution rate to the Fund. This method calculates the present value of the benefits expected to accrue to members over their expected remaining membership of the Fund expressed as a percentage of their expected future pensionable pay. It allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service. The method is based on the current membership and takes no account of the possibility of further members joining the Fund. If there are no new members, this method would be expected to result in a stable contribution rate, once surpluses or shortfalls are taken into account, and if all the other assumptions are borne out. However, if more members join the Fund to replace older leavers, the contribution rate can be expected to fall.
Consumer prices index (CPI)	This is the price inflation index that increases to pensions and deferred pensions paid by the Fund are currently based on. It is published every month by the Office of National Statistics.
Deferred member	A former employee who has left active membership, but has not yet received any benefits from the Fund and is prospectively entitled to receive a deferred pension from his/her normal pension age.
Discount rate	Expected future investment returns calculated with reference to an assumed investment strategy and level of prudence. The discount rate is used to translate the estimated future benefit payments from the Fund into a single figure which represents the amount needed to be held today to provide them.



Fund actuary	The actuary to the Fund, who provides actuarial advice to the Administering Authority including carrying out the actuarial valuation contained in this report.
Funding level (or funding ratio)	This is the ratio of the value of assets to the Funding Target.
Funding objective	To hold sufficient and appropriate assets to cover the Funding Target.
Funding Strategy Statement	A document prepared by the Administering Authority in accordance with the Regulations which sets out the funding strategy adopted for the Fund. The Fund Actuary must have regard to this statement in preparing this actuarial valuation.
Funding target	An assessment of the present value of the benefits that will be paid from the Fund in the future, normally based on pensionable service prior to the valuation date. Under the current Funding Strategy Statement the funding target is equal to the past service liabilities calculated using a prudent set of assumptions.
Future service contribution rate	The contribution rate (expressed as a percentage of pensionable pay) required to meet the cost of benefits which will accrue to members in future. This is also known as the primary contribution rate.
Guaranteed minimum pensions (GMPs)	Most schemes that were contracted out of the State Earnings Related Pension Scheme (SERPS) before April 1997 have to provide a pension for service before that date at least equal to the Guaranteed Minimum Pension (GMP). This is approximately equal to the SERPS pension that the member would have earned had the Fund not been contracted out. GMPs ceased to accrue on 6 April 1997 when the legislation changed.
Intermediate funding targets	For employers not deemed by the Administering Authority to meet the criteria for the scheduled and subsumption body funding target, but considered to be sufficiently financially. These bodies have been set one of three intermediate funding targets dependent on their individual circumstances.
Long-term cost efficiency	This is not defined in the Regulations but further explanation can be found in the Cipfa guidance 'Preparing and Maintaining a Funding Strategy Statement', dated September 2016:



The notes to the Public Service Pensions Act 2013 state:

Long-term cost-efficiency implies that the rate must not be set at a level that gives rise to additional costs. For example, deferring costs to the future would be likely to result in those costs being greater overall than if they were provided for at the time.

The rate of employer contributions shall be deemed to have been set at an appropriate level to ensure long-term cost efficiency if the rate of employer contributions is sufficient to make provision for the cost of current benefit accrual, with an appropriate adjustment to that rate for any surplus or shortfall in the fund.

In assessing whether the above condition is met, the Government Actuary's Department (GAD) may have regard to the following considerations:

- the implied average shortfall recovery period
- the investment return required to achieve full funding over different periods, e.g. the recovery period
- if there is no shortfall, the extent to which contributions payable are likely to lead to a shortfall arising in the future

the extent to which the required investment return above is less than the administering authority's view of the expected future return being targeted by a fund's investment strategy, taking into account changes in maturity/strategy as appropriate

Low risk funding target

Funding target used for already orphaned liabilities in the Fund. The discount rate is based on the yield on long-dated fixed interest gilts at a duration appropriate for the Fund's liabilities.

Ongoing orphan employer

This is an employer whose participation in the Fund may cease at some future point in time, after which it is expected that the Administering Authority will have no access to future contributions from that employer for the employer's liabilities in the Fund once any liability on exit has been paid. On exit the employer's liabilities will become 'orphaned liabilities' in the Fund.



Ongoing orphan admission body funding target

For active employers whose liabilities are expected to be orphaned on exit, the Administering Authority will have regard to the potential for participation to cease (or for the body to have no contributing members), the potential timing of such exit, and any likely change in notional or actual investment strategy as regards the assets held in respect of the body's liabilities at the date of exit (i.e. whether the liabilities will become 'orphaned' or a guarantor exists to subsume the notional assets and liabilities). This is known as the ongoing orphan admission body funding target.

Typically employers which will ultimately give rise to orphaned liabilities will have a discount rate which is based on the yield on long-dated fixed interest gilts at a duration appropriate for the Fund's liabilities plus an asset out-performance assumption (typically this addition will be different when applied to liabilities in relation to members still in service and to those who have left service).

The in-service discount rate has been set at 2% above the gilt yield (a single rate based on the duration of the Fund's liabilities)

The addition for the left service discount rate reflects market expectations of the possible future increase in the gilt yield curve over the next five years.

Orphan/orphaned liabilities

Liabilities in the fund for which no currently contributing employer has responsibility.

Past service liabilities

This is the present value of the benefits to which members are entitled based on benefits accrued to the valuation date, assessed using the assumptions agreed for each employer between the Administering Authority and the Fund Actuary. It allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service.

Pensioner member

An individual who is receiving a pension from the fund, including dependants of former active, deferred or pensioner members.

Present value

Actuarial valuations involve projections of pay, pensions and other benefits into the future. To express the value of the projected benefits in terms of a cash amount at the valuation date, the projected amounts are discounted back to the valuation date by a discount rate. This value is known as the present value. For example, if the



discount rate was 4% a year and if we had to pay a cash sum of £1,040 in one year's time the present value would be £1,000.

Primary rate of employer's contribution

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance Preparing and Maintaining a Funding Strategy Statement, dated September 2016:

The primary rate for each employer is that employer's future service contribution rate, which is the contribution rate required to meet the cost of the future accrual of benefits, expressed as a percentage of pensionable pay, ignoring any past service surplus or shortfall but allowing for any employer-specific circumstances, such as the membership profile of that employer, the funding strategy adopted for that employer (including any risk-sharing arrangements operated by the administering authority), the actuarial method chosen and/or the employer's covenant.

The primary rate for the whole fund is the weighted average (by payroll) of the individual employers' primary rates.

Projected unit method

One of the common methods used by actuaries to calculate a contribution rate to a fund.

This method calculates the present value of the benefits expected to accrue to members over a control period (often one year) following the valuation date. The present value is usually expressed as a percentage of the members' pensionable pay. It allows for projected future increases to pay or revaluation as appropriate through to retirement or date of leaving service. Provided that the distribution of members remains stable with new members joining to take the place of older leavers, the contribution rate calculated can be expected to remain stable, if all the other assumptions are borne out. If there are no new members however, the average age will increase and the contribution rate can be expected to rise.

Prudent

Prudent assumptions are such that the actual outcome is considered to be more likely to overstate than understate the amount of money actually required to meet the cost of the benefits.



Rates and adjustments certificate

A certificate required at each actuarial valuation by the Regulations, setting out the contributions payable by employers for the 3 years from the 1 April following the valuation date.

Recovery period

The period over which any surplus or shortfall is to be eliminated.

Recovery plan

Where a valuation shows a funding surplus or shortfall against the past service liabilities, a recovery plan sets out how the Administering Authority intends to meet the funding objective.

Regulations

The statutory regulations setting out the contributions payable to, and the benefits payable from, the Local Government Pension Scheme and how the Funds are to be administered. They currently include the following sets of regulations:

- 1997 Regulations - Local Government Pension Scheme Regulations 1997
- Administration Regulations - Local Government Pension Scheme (Administration) Regulations 2008
- Benefits Regulations - Local Government Pension Scheme (Benefits, Membership, and Contributions) Regulations 2007
- Transitional Regulations - Local Government Pension Scheme (Transitional provisions) 1997
- 2013 Regulations - Local Government Pension Scheme Regulations 2013
- 2014 Transitional Regulations - Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014

Scheduled body

Bodies which participate in the Fund under Schedule 2 of the 2013 Regulations.

Scheduled and subsumption body funding target

For secure scheduled bodies whose participation in the Fund is considered by the Administering Authority to be indefinite and admission bodies with a subsumption commitment from such scheduled bodies, the Administering Authority assumes indefinite investment in a broad range of assets of higher risk than risk free assets. This is known as the scheduled and subsumption body funding target.



Secondary rate of employer's contribution

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance 'Preparing and Maintaining a Funding Strategy Statement', dated September 2016:

The secondary rate is an adjustment to the primary rate to arrive at the rate each employer is required to pay. It may be expressed as a percentage adjustment to the primary rate, and/or a cash adjustment in each of the three years beginning with 1 April in the year following that in which the valuation date falls. The secondary rate is specified in the rates and adjustments certificate. For any employer, the rate they are actually required to pay is the sum of the primary and secondary rates.

The Fund Actuary is required to also disclose the secondary rates for the whole scheme in each of the three years beginning with 1 April in the year following that in which the valuation date falls. These should be calculated as a weighted average based on the whole scheme payroll in respect of percentage rates and as a total amount in respect of cash adjustments. The purpose of this is to facilitate a single net rate of contributions expected to be received over each of the three years that can be readily compared with other rates and reconciled with actual receipts.

Shortfall

Where the assets are less than the Funding Target, the shortfall is the Funding Target less the value of assets.

Shortfall contributions

Additional contributions payable by employers to remove the shortfall by the end of the recovery period.

Solvency

This is not defined in the Regulations but further explanation can be found in the Cipfa guidance Preparing and Maintaining a Funding Strategy Statement, dated September 2016:

The notes to the Public Service Pensions Act 2013 state that solvency means that the rate of employer contributions should be set at "such level as to ensure that the scheme's liabilities can be met as they arise". It is not regarded that this means that the pension fund should be 100% funded at all times. Rather, and for the purposes of Section 13 of the Public Service Pensions Act 2013, the rate of employer



contributions shall be deemed to have been set at an appropriate level to ensure solvency if:

- the rate of employer contributions is set to target a funding level for the whole fund (assets divided by liabilities) of 100% over an appropriate time period and using appropriate actuarial assumptions; and either
- employers collectively have the financial capacity to increase employer contributions, and/or the fund is able to realise contingent assets should future circumstances require, in order to continue to target a funding level of 100%; or
- there is an appropriate plan in place should there be, or if there is expected in future to be, no or a limited number of fund employers, or a material reduction in the capacity of fund employers to increase contributions as might be needed.

If the conditions above are met, then it is expected that the fund will be able to pay scheme benefits as they fall due.

State pension age (SPA)

Age at which State pensions are payable. Current legislation specifies the following ages:

- Currently age 65 for men; transitioning to age 65 for women by 2018.
- Current legislation transitions State Pension Age for both men and women to age 68 by 2046, as follows:
 - to age 66 by 2020
 - to age 67 by 2028
 - to age 68 by 2046

Strains

These represent the cost of additional benefits granted to members under a discretion of the employer or the Administering Authority. They include the cost of providing enhanced benefits on retirement or redundancy.

Subsumption body

An employer which is not a secure long term scheduled body and where the Administering Authority has obtained an undertaking from a related employer that, if



and when the employer exits the Fund, they will be a source of future funding should any funding shortfalls emerge on the original employer's liabilities after exit.

In this document the process of taking on the responsibility for future funding at the point of exit is known as 'subsumption' of an employer's liabilities. The employer whose liabilities will be (or are being) subsumed is referred to as a subsumption body.

Surplus

Where the assets are more than the Funding Target, the surplus is the value of assets less the Funding Target.

Transfer value

Members generally have a legal right to transfer their benefits to another pension arrangement before they retire. In taking a transfer, members give up their benefits in a fund, and a sum of money (called the transfer value) is paid into another approved pension fund. This is used to provide pension benefits on the terms offered in that fund.

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About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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