

East Riding Pension Fund

2016 Actuarial Valuation

Valuation Report

March 2017



Douglas Green

Fellow of the Institute and Faculty of Actuaries
For and on behalf of Hymans Robertson LLP



Hymans Robertson LLP has carried out an actuarial valuation of the East Riding Pension Fund (“the Fund”) as at 31 March 2016, details of which are set out in the report dated 30 March 2017 (“the Report”), addressed to the Administering Authority of the Fund, East Riding of Yorkshire Council (“the Client”). The Report was prepared for the sole use and benefit of our Client and not for any other party; and Hymans Robertson LLP makes no representation or warranties to any third party as to the accuracy or completeness of the Report.

The Report was not prepared for any third party and it will not address the particular interests or concerns of any such third party. The Report is intended to advise our Client on the past service funding position of the Fund at 31 March 2016 and employer contribution rates from 1 April 2017, and should not be considered a substitute for specific advice in relation to other individual circumstances.

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Contents

	Page
Executive summary	4
1 Introduction	5
2 Valuation Approach	6
3 Assumptions	8
4 Results	11
5 Risk Assessment	14
6 Related issues	17
7 Reliances and limitations	19
Appendix A: About the pension fund	20
Appendix B: Summary of the Fund's benefits	21
Appendix C: Risk based approach to setting contribution rates	28
Appendix D: Data	30
Appendix E: Assumptions	32
Appendix F: Technical appendix for contribution rate modelling	36
Appendix G: Events since valuation date	39
Appendix H: Rates and adjustments certificate	40

Executive summary

We have carried out an actuarial valuation of the East Riding Pension Fund ('the Fund') as at 31 March 2016. The results are presented in this report and are briefly summarised below.

Funding position

The table below summarises the funding position of the Fund as at 31 March 2016 in respect of benefits earned by members up to this date (along with a comparison at the last formal valuation at 31 March 2013).

Past Service Position	31 March 2013 (£m)	31 March 2016 (£m)
Past Service Liabilities	3,938	4,226
Market Value of Assets	3,078	3,714
Surplus / (Deficit)	(860)	(512)
Funding Level	78%	88%

The improvement in funding position between 2013 and 2016 is mainly due to strong investment performance over the inter-valuation period. The liabilities have also increased due to a reduction in the future expected investment return, although this has been partially been offset by lower than expected pay and benefit growth (both over the inter-valuation period and continuing in the long term).

Contribution rates

The table below summarises the whole fund Primary and Secondary Contribution rates at this triennial valuation. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates (before any pre-payment or capitalisation of future contributions), calculated in accordance with the Regulations and CIPFA guidance.

Primary rate (%)	Secondary rate (£)			
	1 April 2017 - 31 March 2020	2017/18	2018/19	2019/20
16.7%	£44,210,000	£43,199,000	£42,367,000	

The Primary rate above includes an allowance of 0.3% of pensionable pay for the Fund's expenses.

The employee average contribution rate is 6.1% of pensionable pay. The employee contribution rate is set out in legislation and does not form part of this valuation process.

At the previous formal valuation at 31 March 2013, a different regulatory regime was in force. Therefore a contribution rate that is directly comparative to the rates above is not provided.

Broadly, contributions required to be made by employers in respect of new benefits earned by members (the primary contribution rate) have increased as future expected investment returns have fallen. Changes to employer contributions targeted to fund the deficit have been variable across employers.

The minimum contributions to be paid by each employer from 1 April 2017 to 31 March 2020 are shown in the Rates and Adjustment Certificate in **Appendix H**.

1 Introduction

We have carried out an actuarial valuation of the East Riding Pension Fund (“the Fund”) as at 31 March 2016 under Regulation 62 of The Local Government Pension Scheme Regulations 2013 (“the Regulations”). The purpose of the valuation is to assess the value of the assets and liabilities of the Fund as at 31 March 2016 and to calculate the required rate of employers’ contributions to the Fund for the period from 1 April 2017 to 31 March 2020.

Valuation Report

This report records the high level outcomes of the actuarial valuation as at 31 March 2016. The valuation report is prepared by the actuary to the Fund and is addressed to East Riding of Yorkshire Council as the Administering Authority to the Fund.

Component reports

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

- Correspondence relating to data including the Data Report dated 21 October 2016;
- The Initial Results report (dated 22 September 2016) which outlined the whole fund results;
- The formal agreement by the Administering Authority of the actuarial assumptions used in this document, as communicated in the email dated 9 September 2016;
- The contribution modelling carried out for employers, as detailed in our report and presentation to the Administering Authority of 3 November 2016;
- The Funding Strategy Statement, confirming the different contribution rate setting approaches for different types of employer or in different circumstances.

2 Valuation Approach

The valuation is a planning exercise for the Fund, to assess the monies needed to meet the benefits owed to its members as they fall due. As part of the valuation process the Fund reviews its funding strategy to ensure that an appropriate contribution plan and investment strategy is in place.

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

Setting the funding strategy for an open defined benefit pension fund such as East Riding Pension Fund is complex. Firstly, the time period is very long; benefits earned in the LGPS today will be paid out over a period of the next 80 years or more and it remains open to new joiners and accrual of benefits. Secondly, the LGPS remains a defined benefit scheme so there are significant uncertainties in the final cost of the benefits to be paid. Finally, in order to reduce employer costs, East Riding Pension Fund invests in a return seeking investment strategy which can result in high levels of asset volatility.

Such a valuation can only ever be an estimate – as the future cannot be predicted with certainty. However, as actuaries, we can use our understanding of the Fund and the factors that affect it to set the pace of funding in conjunction with the Administering Authority. The pace of this funding can vary according to the level of prudence that is built into the valuation method and assumptions.

The valuation approach adopted recognises the uncertainties and risks posed to funding by the factors discussed above and follows the process outlined below.

- Step 1: The Fund sets a funding target (or funding basis) which defines the target amount of assets to be held to meet the future cashflows. The assumptions underlying the funding target are discussed further in the next section. A measurement is made at the valuation date to compare the assets held with the funding target.
- Step 2: The Fund sets the time horizon over which the funding target is to be reached
- Step 3: The Fund sets contributions that give a sufficiently high likelihood of meeting the funding target over the set time horizon. More detail on this risk based approach to setting contribution rates can be found in **Appendix C**.

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

Past service

The principal measurement here is the comparison of the funding position at the valuation date against the funding target. The market value of the Fund's assets as at the valuation date are compared against the value placed on the Fund's liabilities in today's terms (calculated using a market-based approach). By maintaining a link to the market in both cases, this helps ensure that the assets and liabilities are valued in a consistent manner. Our calculation of the Fund's liabilities also explicitly allows for expected future pay and pension increases. The assumptions used in the assessment of the funding position at the valuation date are detailed in the next section.

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

Funding plans are set to eliminate any deficit (or surplus) over the set time horizon and therefore get back to a funding level of 100%. To do so, additional contributions may be required to be paid into the Fund; these contributions are known as the “secondary rate”.

Future service

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

The primary rates for employers are determined with the aim of meeting the funding target in respect of these new benefits at the end of the set time horizon with an appropriate likelihood of success. The primary rate will depend on the profile of the membership (amongst other factors). For example, the rate is higher for older members as there is less time to earn investment returns before the member’s pension comes into payment.

The methodology for calculating the primary rate will also depend on whether an employer is open or closed to new entrants. A closed employer will have a higher rate as we must allow for the consequent gradual ageing of the workforce.

For the reasons outlined above regarding the uncertainty of the future, there is no guarantee that the amount paid for the primary rate will be sufficient to meet the cost of the benefits that accrue. Similarly, there is no guarantee that the secondary contributions will result in a 100% funding level at the end of the time horizon. Further discussion of this uncertainty is set out in **Appendix C**.

3 Assumptions

Due to the long term nature of the Fund, assumptions about the future are required to place a value of the benefits earned to date (past service) and the cost of benefits that will be earned in the future (future service).

Broadly speaking, our assumptions fall into two categories when projecting and placing a value on the future benefit payments and accrual – demographic and financial.

Demographic assumptions typically try to forecast **when** benefits will come into payment and what form these will take. For example, when members will retire (e.g. at their normal retirement age or earlier), how long they will then survive and whether a dependant's pension will be paid. In this valuation of the Fund, we use a single agreed set of demographic assumptions which is set out below and in more detail in **Appendix E**.

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

For measuring the funding position, the liabilities of the Fund are reported on a single constant set of financial assumptions about the future, based on financial market data as at 31 March 2016.

However, when we assess the required employer contributions to meet the funding target, we use a model that calculates the contributions required under 5000 different possible future economic scenarios. Under these 5000 different economic scenarios, key financial assumptions about pension increases and Fund investment returns vary across a wide range. More information about these types of assumptions is set out in **Appendix F**.

Financial assumptions

Discount rate

In order to place a current value on the future benefit payments from the Fund, an assumption about future investment returns is required in order to "discount" future benefit payments back to the valuation date. In setting the discount rate the Fund is determining the extent to which it relies on future investment returns required to meet benefit payments in excess of the monies already held at the valuation date.

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

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

There has been a downward shift in the expected returns on many asset classes held by the Fund since the 2013 valuation. Based on considerations of their investment portfolio the Fund is satisfied that an AOA of 1.8% p.a. is a prudent assumption for the purposes of this valuation (this is an increase from 1.6% used at the 2013 valuation).

Price inflation / pension increases

Pension (both in payment and deferment) benefit increases and the revaluation of career-average earnings are in line with Consumer Price Index (CPI) inflation. As there continues to be no deep market for CPI linked financial instruments, the Fund derives the expected level of future CPI with reference to the Retail Price Index (RPI).

Due to further analysis of the CPI since 2013, the Fund expects the average long term difference between RPI and CPI to be 1.0% p.a. compared with 0.8% p.a. at the 2013 valuation.

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

Salary increases

Due to the change to a Career Average Revalued Earnings (CARE) scheme from 2014, there is now a closed group of membership in the Fund with benefits linked to final salary.

Following discussions with the Administering Authority the Fund have set a salary growth assumption of RPI -0.8%. This reflects both short term pay constraints and the belief that general economic growth and hence pay growth may be at a lower level than historically experienced for a prolonged period of time.

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

A summary of the financial assumptions underpinning the target funding basis and adopted during the assessment of the liabilities of the Fund as at 31 March 2016 (alongside those adopted at the last valuation for comparison) are shown below.

Financial assumptions	31 March 2013	31 March 2016
Discount rate		
Return on long-dated gilts	3.0%	2.2%
Asset Outperformance Assumption	1.6%**	1.8%***
Discount rate	4.6%	4.0%
Benefit increases		
Retail Prices Inflation (RPI)	3.3%	3.2%
Assumed RPI/CPI* gap	(0.8%)**	(1.0%)***
Benefit increase assumption (CPI)	2.5%	2.1%
Salary increases		
Retail Prices Inflation (RPI)	3.3%	3.2%
Increases in excess of RPI	0.5%**	(0.8%)***
Salary increase assumption	3.8%	2.3%

* Consumer Prices Index

** Arithmetic addition

*** Geometric addition

Demographic assumptions

Longevity

The main demographic assumption to which the valuation results are most sensitive is that relating to the longevity of the Fund's members. For this valuation, the Fund has adopted assumptions which give the following sample average future life expectancies for members at age 65:

		31 March 2013	31 March 2016
Male	Pensioners	21.9 years	21.7 years
	Non-pensioners	24.2 years	23.7 years
Female	Pensioners	24.1 years	24.2 years
	Non-pensioners	26.7 years	26.4 years

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

Other demographic assumptions

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

Details of the other demographic assumptions adopted by the Fund are set out in **Appendix E**.

Further comments on the assumptions

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

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

Taken as a whole, we believe that our proposed assumptions are more prudent than the best estimate.

The rationale behind all the assumptions adopted for the 2016 valuation is explained in greater details in our paper "2016 Valuation – Proposed Assumption" dated August 2016.

The actuarial assumptions underlying the Scheme Advisory Board's Key Performance Indicators are viewed as best estimate. Using these best estimate assumptions, the assessed funding position as at 31 March 2016 would have been 105%.

Assets

We have taken the assets of the Fund into account at their (bid value) as informed to us by the Administering Authority. We have also included an allowance for the expected future payments in respect of early retirement strain and augmentation costs granted prior to the valuation date in the value of assets, for consistency with the liabilities and with the previous valuation. We have calculated the total value of these expected future payments to be £1,000 at 31 March 2016.

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

4 Results

The Administering Authority has prepared a Funding Strategy Statement which sets out its funding objectives for the Fund. In broad terms, the main valuation objectives are to hold sufficient assets in the Fund to meet the assessed cost of members' accrued benefits on the target funding basis ("the Funding Objective") and to set employer contributions which ensure both the long term solvency and the long term cost efficiency of the Fund ("the Contribution Objective").

Funding Position Relative to Funding Target

In assessing the extent to which the Funding Objective was met at the valuation date, we have used the actuarial assumptions described in the previous section of this report for the target funding basis and the funding method also earlier described. The table below compares the value of the assets and liabilities at 31 March 2016. The 31 March 2013 results are also shown for reference.

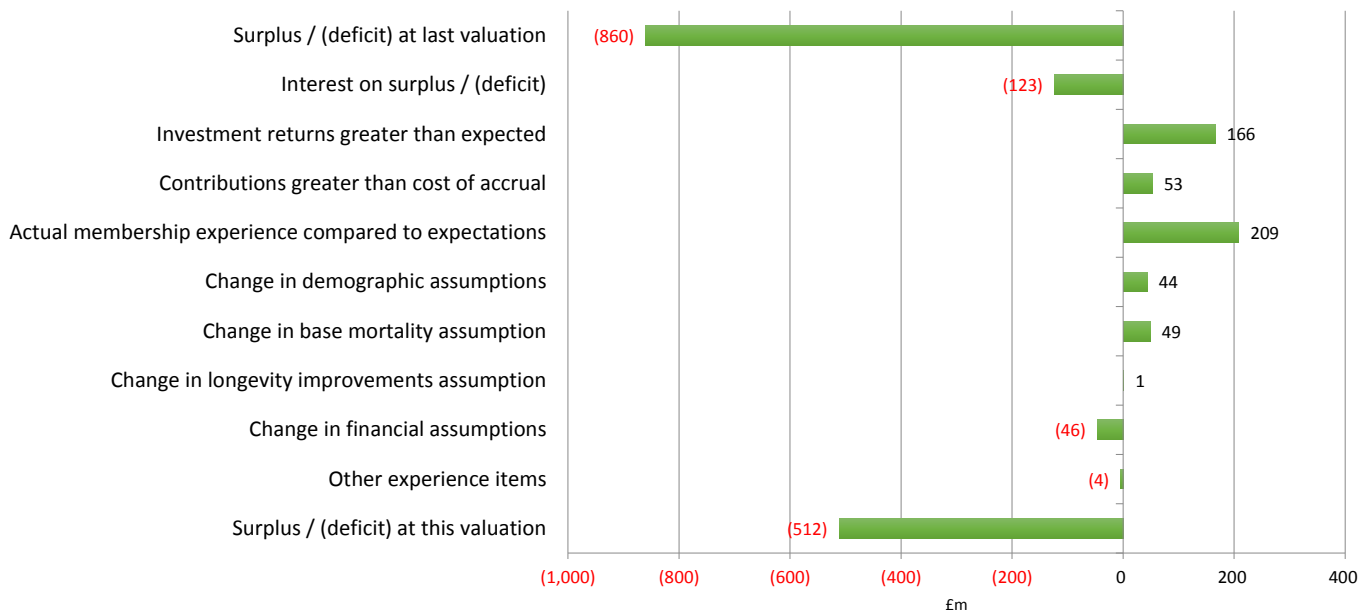
A funding level of 100% would correspond to the Funding Objective being met at the valuation date.

Valuation Date	31 March 2013	31 March 2016
Past Service Liabilities	(£m)	(£m)
Employees	1,559	1,538
Deferred Pensioners	739	835
Pensioners	1,640	1,853
Total Liabilities	3,938	4,226
Assets	3,078	3,714
Surplus / (Deficit)	(860)	(512)
Funding Level	78%	88%

The Funding Objective was not met: there was a shortfall of assets relative to the assessed cost of members' benefits on the target funding basis of £512m.

Summary of changes to the funding position

The chart below illustrates the factors that caused the changes in the funding position between 31 March 2013 and 31 March 2016:



Further comments on some of the items in this chart:

- There is an interest cost of £123m. This is broadly three years of compound interest at 4.6% p.a. applied to the previous valuation deficit of £860m (and can be thought of as the investment return that would have been achieved on the extra assets the Fund would have held if fully funded).
- Investment returns being higher than expected since 2013 lead to a gain of £166m. This is roughly the difference between the actual three-year return (19.8%) and expected three-year return (14.4%) applied to the whole fund assets from the previous valuation of £3,078m, with a further allowance made for cashflows during the period.
- The membership experience of the Fund has differed compared to the assumptions made at the 2013 valuation. The table below summarises the most significant factors that underlie these differences (the combined impact of 50:50 scheme take-up and cash commutation was a £19m loss):

	Expected	Actual	Difference	Impact	£m
Pre-retirement experience					
Early leavers (no.of lives)	15,454	10,358	(5,096)	Negative	(5)
Ill-health retirements* (no.of lives)	393	212	(181)	Positive	18
Salary increases (p.a.)	4.4%	2.0%	(2.4%)	Positive	109
Post-retirement experience					
Benefit increases (p.a.)	2.5%	1.3%	(1.2%)	Positive	99
Pensions ceasing (£m)	7.5	8.5	1.0	Positive	7

*Tier1 and Tier 2 ill-health retirements only

- The impact of the change in demographic assumptions has been a gain of around £44m.
- The change in mortality assumptions (baseline and improvements) has given rise to a gain of £50m.
- The change in financial conditions since the previous valuation has led to a loss of £46m.
- Other experience items, such as changes in the membership data, have served to increase the deficit at this valuation by around £4m.

Employer Contribution Rates

The Contribution Objective is achieved by setting employer contributions which are likely to be sufficient to meet both the cost of new benefits accruing and to address any funding deficit relative to the funding target over the agreed time horizon. A secondary objective is to maintain where possible relatively stable employer contribution rates.

For each employer in the Fund, to meet the Contribution Objective, a primary contribution rate has been calculated in order to fund the cost of new benefits accruing in the Fund. Additionally, if required, a secondary contribution rate has also been calculated to target a fully funded position within the employer's set time horizon. These rates have been assessed using a financial model that assesses the funding outcome for the employer under 5000 different possible future economic scenarios where the key financial assumptions about pension increases and investment returns vary. The employer contribution rates have been set to achieve the funding target over the agreed time horizon and with the appropriate likelihood of success. The time horizon and the likelihood parameters vary by employer according to each employer's characteristics. These parameters are set out in the Funding Strategy Statement and have been communicated to employers. More information about the methodology used to calculate the contribution rates is set out in **Appendix C**.

The employer contributions payable from 1 April 2017 are given in **Appendix H**, and these have been devised in line with the Funding Strategy Statement: see **section 6**.

The table below summarises the whole fund Primary and Secondary Contribution rates at this valuation. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates (before any pre-payment or capitalisation of future contributions), calculated in accordance with the Regulations and CIPFA guidance.

Primary rate (%)		Secondary rate (£)	
1 April 2017 - 31 March 2020	2017/18	2018/19	2019/20
16.7%	£44,210,000	£43,199,000	£42,367,000

The Primary rate above includes an allowance of 0.3% of pensionable pay for the Fund's expenses.

The employee average contribution rate is 6.1% of pensionable pay. Note that the employee contribution rate includes any additional contributions being paid by employees as at 31 March 2016 into the Fund.

The table below shows the Fund "Common Contribution rate" as at 31 March 2013 for information purposes.

Although note that the change in regulatory regime and guidance on contribution rates means that a direct comparison to the whole fund rate at 2016 is not appropriate.

Contribution Rates	31 March 2013 (% of pay)
Employer future service rate (incl. expenses)	20.0%
Past Service Adjustment	9.2%
Total employer contribution rate (incl. expenses)	29.2%
Employee contribution rate	6.0%
Expenses	0.5%

5 Risk Assessment

The valuation results depend critically on the actuarial assumptions that are made about the future of the Fund. If all of the assumptions made at this valuation were exactly borne out in practice then the results presented in this document would represent the true cost of the Fund as it currently stands at 31 March 2016.

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

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

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

Set out below is a brief assessment of the main risks and their effect on the valuation past service funding position results.

Sensitivity of past service funding position results to changes in assumptions

The table below gives an indication of the sensitivity of the funding position to small changes in two of the main financial assumptions used. The table shows the discount rate of 4.0% and benefit increases of 2.1% as used in this valuation along with the funding position if each of these assumptions were varied by +/- 0.6% and +/- 0.4% respectively.

Benefit Increases & CARE Revaluation					
	(£m)	1.7%	2.1%	2.5%	
Discount Rates	4.6%	3,573	3,797	4,034	Liabilities
		3,714	3,714	3,714	Assets
		141	(83)	(320)	(Deficit)
		104%	98%	92%	Funding Level
	4.0%	3,976	4,226	4,491	Liabilities
		3,714	3,714	3,714	Assets
		(262)	(512)	(777)	(Deficit)
		93%	88%	83%	Funding Level
	3.4%	4,430	4,710	5,007	Liabilities
		3,714	3,714	3,714	Assets
		(716)	(995)	(1,292)	(Deficit)
		84%	79%	74%	Funding Level

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

Recent medical advances, changes in lifestyle and a greater awareness of health-related matters have resulted in life expectancy amongst pension fund members improving in recent years (although perhaps this is not the case in the 2013-2016 experience) at a faster pace than was originally foreseen. It is unknown whether and to what extent such improvements will continue in the future.

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

The table below shows how the valuation results at 31 March 2016 are affected by adopting different longevity assumptions.

	Peaked improvements	Non-peaked improvements
	(£m)	(£m)
Liabilities	4,226	4,327
Assets	3,714	3,714
(Deficit)	(512)	(613)
Funding Level	88%	86%

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

This is not an exhaustive list of the assumptions used in the valuation. For example, changes to the assumed level of withdrawals and ill health retirements will also have an effect on the valuation results.

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

Sensitivity of contribution rates to changes in assumptions

The employer contribution rates are dependent on a number of factors including the membership profile, current financial conditions, the outlook for future financial conditions, and demographic trends such as longevity. Changes in each of these factors can have a material impact on the contribution rates (both primary and secondary rates). We have not sought to quantify the impact of differences in the assumptions because of the complex interactions between them.

Investment risk

The Fund holds some of its assets in return seeking assets such as equities to help reduce employers’ costs. However, these types of investments can result in high levels of asset volatility. Therefore, there is a risk that future investment returns are below expectations and the funding target is not met. This will require additional contributions from employers to fund any deficit.

Whilst the Fund takes steps to ensure that the level of investment risk is managed and monitored via strategy reviews and performance monitoring, it can never be fully mitigated.

Regulatory risk

One further risk to consider is the possibility of future changes to Regulations that could materially affect the benefits that members become entitled to. It is difficult to predict the nature of any such changes but it is not inconceivable that they could affect not just the cost of benefits earned after the change but could also have a retrospective effect on the past service position.

Managing the risks

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

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

- Set aside a specific reserve to act as a cushion against adverse future experience (possibly by selecting a set of actuarial assumptions that are deliberately more prudent).
- Take steps internally to monitor the decisions taken by members (e.g. 50:50 scheme take-up, commutation) and employers (e.g. relating to early / ill health retirements or salary increases) in a bid to curtail any adverse impact on the Fund.
- Pooling certain employers together at the valuation and then setting a single (pooled) contribution rate that they will all pay. This can help to stabilise contribution rates (at the expense of cross-subsidy between the employers in the pool during the period between valuations).
- Carrying out a review of the future security of the Fund's employers (i.e. assessing the strength of employer covenants) and ultimately their ability to continue to pay contributions or make good future funding deficits.
- Carry out a bespoke analysis of the longevity of Fund members and monitor how this changes over time, so that the longevity assumptions at the valuation provide as close a fit as possible to the particular experience of the Fund.
- Undertake an asset-liability modelling exercise that investigates the effect on the Fund of possible investment scenarios that may arise in the future. An assessment can then be made as to whether long term, secure employers in the Fund can stabilise their future contribution rates (thus introducing more certainty into their future budgets) without jeopardising the long-term health of the Fund.
- Purchasing ill health liability insurance to mitigate the risk of an ill health retirement impacting on solvency and funding level of an individual employer where appropriate.
- Monitoring different employer characteristics in order to build up a picture of the risks posed. Examples include membership movements, cash flow positions and employer events such as cessations.
- Regularly reviewing the Fund's membership data to ensure it is complete, up to date and accurate.

6 Related issues

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

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

Further recommendations

Valuation frequency

Under the provisions of the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2019. In light of the uncertainty of future financial conditions, we recommend that the financial position of the Fund (and for individual employers in some cases) is monitored by means of interim funding reviews in the period up to this next formal valuation. This will give early warning of changes to funding positions and possible revisions to funding plans.

Investment strategy and risk management

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

New employers joining the Fund

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

Additional payments

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

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

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

Cessations and bulk transfers

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

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund, or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement should be referred to us to consider the impact on the Fund.

7 Reliances and limitations

Scope

This document has been requested by and is provided to East Riding of Yorkshire Council in its capacity as Administering Authority to the East Riding Pension Fund. It has been prepared by Hymans Robertson LLP to fulfil the statutory obligations in accordance with regulation 62 of the Regulations. None of the figures should be used for accounting purposes (e.g. under FRS102 or IAS19) or for any other purpose (e.g. a termination valuation under Regulation 64).

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

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have previously issued a separate report confirming that the data provided is fit for the purposes of this valuation and have commented on the quality of the data provided. The data used in our calculations is as per our report of 21 October 2016. However, if any material issues with the data provided are identified at a later date, then the results stated in this report may change.

Actuarial Standards

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

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



Douglas Green

Fellow of the Institute and Faculty of Actuaries

For and on behalf of Hymans Robertson LLP

30 March 2017

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

Appendix A: About the pension fund

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

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

Defined benefit pension scheme

In a defined benefit scheme such as this, the nature of retirement benefits that members are entitled to is known in advance. For example, it is known that members will receive a pension on retirement that is linked to their salary (final salary and/or career average) and pensionable service (for service before 1 April 2014) according to a pre-determined formula.

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

Liabilities

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

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

Assets

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

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

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

The long-term nature of the Fund

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

In order to assist with these decisions, the Regulations require the Administering Authority to obtain a formal valuation of the Fund every three years. Along with the Funding Strategy Statement, this valuation will help determine the funding objectives that will apply from 1 April 2017.

Appendix B: Summary of the Fund's benefits

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

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

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

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
<p>Ill-health benefits</p>	<p>As a result of permanent ill-health or incapacity.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhancement to scheme membership, dependent on actual membership.</p> <p>Enhancement seldom more than 6 years 243 days.</p>	<p>As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before age 65.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhanced to scheme membership, dependent on severity of ill health.</p> <p>100% of prospective membership to age 65 where no likelihood of undertaking any gainful employment prior to age 65;</p> <p>25% of prospective membership to age 65 where likelihood of obtaining gainful employment after 3 years of leaving, but before age 65; or</p> <p>0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment</p>	<p>As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before NRA.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhanced to scheme membership, dependent on severity of ill health.</p> <p>100% of prospective membership to age NRA where no likelihood of undertaking any gainful employment prior to age NRA;</p> <p>25% of prospective membership to age NRA where likelihood of obtaining gainful employment after 3 years of leaving, but before age NRA; or</p> <p>0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment</p>

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Flexible retirement	<p>A member who has attained the age of 50, and who with their employer's consent, reduces the hours they work, or the grade in which they are employed, may elect in writing to the appropriate Administering Authority that such benefits may, with their employer's consent, be paid to them notwithstanding that he has not retired from that employment.</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>	<p>A member who has attained the age of 55 and who, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may make a request in writing to the appropriate Administering Authority to receive all or part of his benefits. Employer consent is required for benefits to be released.</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>	
Pension increases	<p>All pensions in payment, deferred pensions and dependant's pensions other than benefits arising from the payment of additional voluntary contributions are increased annually. Pensions are increased partially under the Pensions (Increase) Act 1971 and partially in accordance with Social Security Pensions Act 1975 (depending on the proportions relating to pre 88 GMP, post 88 GMP and excess over GMP).</p>		

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
<p>Death after retirement</p>	<p>Deceased member's former retirement pension is payable for 3 months or 6 months if there is a child in the care of the spouse, civil partner or co-habiting partner.</p> <p>A short term spouse's or civil partner's pension of one half of the member's pension (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners) is payable.</p> <p>Different rules also apply where marriage takes place after leaving service.</p> <p>plus</p> <p>If the member dies within five years of retiring and before age 75 the balance of five years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>	<p>A spouse's, civil partner's or nominated cohabiting partner's pension payable at a rate of 1/160th of the member's total membership multiplied by final pay (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners) is payable.</p> <p>Different rules also apply where marriage takes place after leaving service</p> <p>plus</p> <p>If the member dies within ten years of retiring and before age 75 the balance of ten years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>	<p>A spouse's, civil partner's or nominated cohabiting partner's pension payable at a rate of 1/160th of the member's total membership multiplied by final pay for the pre 1 April 2014 membership (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners). Different rules also apply where marriage takes place after leaving service</p> <p>For the period from 1 April 2014 the spouse, civil partner or cohabiting partner receives a pension calculated in the same way as the member's CARE benefits but using an accrual rate of 1/160.</p> <p>plus</p> <p>If the member dies within ten years of retiring and before age 75 the balance of ten years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Death in service	<p>A lump sum of two times final pay; plus</p> <p>A spouse's or civil partner's pension of one half of the ill-health retirement pension that would have been paid to the scheme member if he had retired on the day of death (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners); plus</p> <p>Children's pensions may also be payable.</p>	<p>A lump sum of three times final pay; plus</p> <p>A spouse's, civil partner's or cohabiting partner's pension payable at a rate of 1/160th of the member's total (augmented to age 65) membership (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners), multiplied by final pay; plus</p> <p>Children's pensions may also be payable.</p>	<p>A lump sum of three times annual assumed pensionable pay; plus</p> <p>A spouse's, civil partner's or cohabiting partner's pension payable at a rate of 1/160th of the member's total membership prior to 31 March 2014, (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners), multiplied by final pay.</p> <p>For the period from 1 April 2014 the spouse, civil partner or cohabiting partner receives a pension calculated in the same way as the member's CARE benefits but using an accrual rate of 1/160 and assuming the member had stayed in active membership until their SPA.</p> <p>Plus</p> <p>Children's pensions may also be payable.</p>
Leaving service options	<p>If the member has completed three months' or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions (earliest date of payment without employer consent is 60); or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than three months' scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>		<p>If the member has completed two years or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions (earliest date of payment without employer consent is 55); or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than two years scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>
State pension scheme	<p>From 6th of April 2016, the Fund will no longer be contracted out of the State Second Pension. Until that date, the benefits payable to each member were guaranteed to be not less than those required to enable the Fund to be contracted-out.</p>		
Assumed pensionable pay	<p>N/A</p>		<p>This applies in cases of reduced contractual pay (CPP) resulting from sickness, child related and reserve forces absence, whereby the amount added to the CPP is the assumed pensionable pay rather than the reduced rate of pay actually received.</p>

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
50/50 option		N/A	Optional arrangement allowing 50% of main benefits to be accrued on a 50% employee contribution rate.

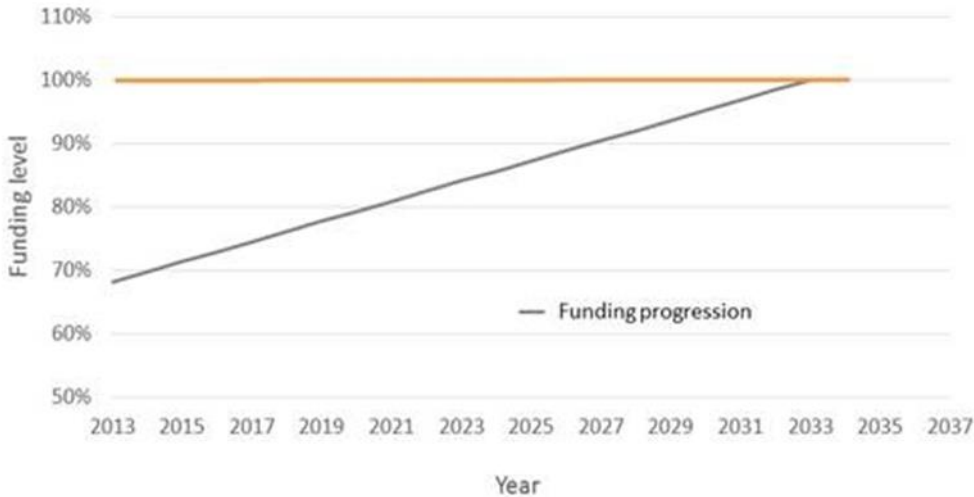
Note: Certain categories of members of the Fund are entitled to benefits that differ from those summarised above.

Discretionary benefits

The LGPS Regulations give employers a number of discretionary powers. The effect on benefits or contributions as a result of the use of these provisions as currently contained within the Local Government Pension Scheme Regulations has been allowed for in this valuation to the extent that this is reflected in the membership data provided. No allowance has been made for the future use of discretionary powers that will be contained within the scheme from 1 April 2017.

Appendix C: Risk based approach to setting contribution rates

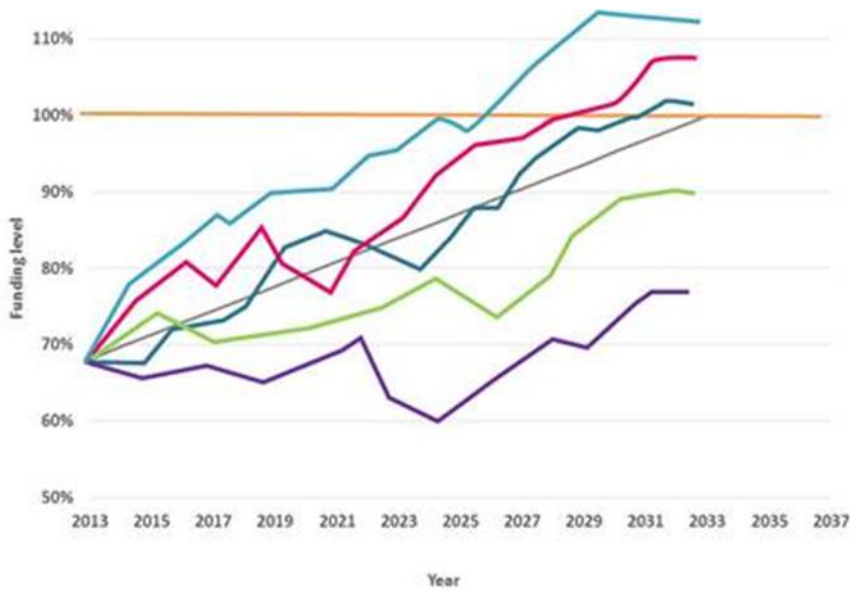
At previous valuations we have set contribution rates by calculating them using a single set of assumptions about the future economic conditions (a ‘deterministic’ method). By using this deterministic method, there is an implicit assumption that the future will follow expectations (i.e. the financial assumptions used in the calculation) and the employer will return to full funding via one ‘journey’. This approach is summarised in the illustrative chart below.



However, pension funding is uncertain as:

- the Fund’s assets are invested in volatile financial markets and therefore they go up and down in value; and
- the pension benefits are linked to inflation which again can go up and down in value over time.

One single set of assumptions are very unlikely to actually match what happens, and therefore, the funding plan originally set out will not evolve in line with the single journey shown above. The actual evolution of the funding position could be one of many different ‘journeys’, and a sample of these are given below.



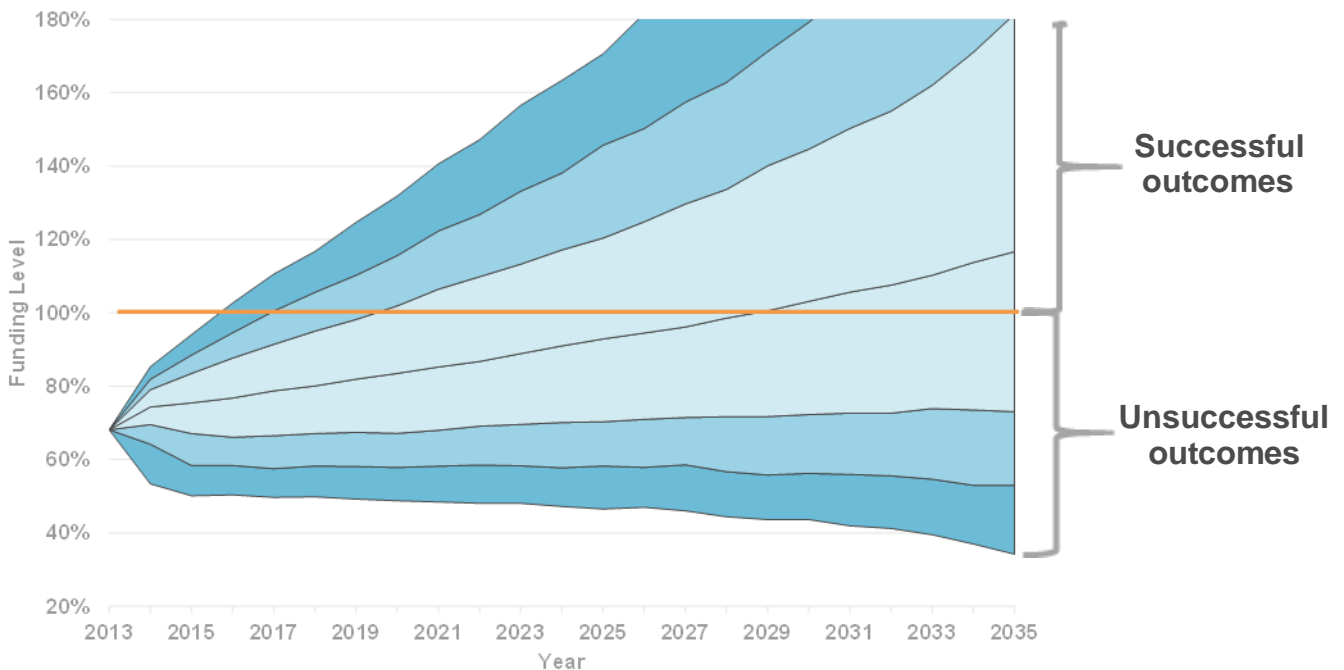
The inherent uncertainty in pension funding creates a risk that a funding plan will not be a success i.e. the funding target will not be reached over the agreed time period.

This risk can never be fully mitigated whilst invested in volatile assets and providing inflation linked benefits, however the main disadvantage of the traditional deterministic method is that it does not allow the Fund, employer, regulators or actuary to assess and understand the risk associated with the proposed funding plan and the likelihood of its success, or otherwise.

Risk Based Approach

At this valuation, we have adopted a 'risk based' approach when setting contribution rates. This approach considers thousands of simulations (or 'journeys') to be projected of how each employer's assets and liabilities may evolve over the future until we have a distribution of funding outcomes (ratio of assets to liabilities). Each simulation represents a different possible journey of how the assets and liabilities could evolve and they will vary due to assumptions about investment returns, inflation and other financial factors. Further technical detail about the methodology underlying these projections is set out in **Appendix F**.

Once we have a sufficient number of outcomes to form a statistically credible distribution (we use 5,000 outcomes), we can examine what level of contribution rate gives an appropriate likelihood of meeting an employer's funding target (usually a 100% funding level) within the agreed timeframe ('time horizon') (i.e. a sufficient number of successful outcomes). The picture below shows a sample distribution of outcomes for an employer.



Having this 'funnel' of outcomes allows the Fund to understand the likelihood of the actual outcome being higher or lower than a certain level. For example, there is 2/3rds chance the funding level will be somewhere within the light shaded area, and there is a 1 in 100 chance that the funding level will be outside the funnel altogether. Using this 'probability distribution', we then set a contribution rate that leads to a certain amount of funding outcomes being successful (e.g. 2/3rds).

Further detail on the likelihoods used in employer's funding plans is set out in the Fund's Funding Strategy Statement.

Appendix D: Data

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

Membership data – whole fund

Employee members

	31 March 2013		31 March 2016		
	Number	Pensionable Pay* (£000)	Number	Pensionable Pay* (£000)	CARE Pot (£000)
Total employee membership	32,177	504,186	37,698	569,384	19,813

*actual pay (not full-time equivalent)

Deferred pensioners

	31 March 2013		31 March 2016	
	Number	Deferred pension (£000)	Number	Deferred pension (£000)
Total deferred membership	36,284	41,637	41,411	47,170

The figures above also include any “frozen refunds” and “undecided leavers” members at the valuation date.

Current pensioners, spouses and children

	31 March 2013		31 March 2016	
	Number	Pension (£000)	Number	Pension (£000)
Members	21,236	92,978	23,636	102,833
Dependants	3,355	8,372	3,572	9,096
Children	239	223	208	230
Total pensioner members	24,830	101,573	27,416	112,160

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

Membership Profile	Average Age (years)		FWL (years)	
	2013	2016	2013	2016
Employees (CARE)	-	48.4	9.7	9.3
Employees (Final Salary)	50.1	51.1		
Deferred Pensioners	49.8	50.7	-	-
Pensioners	66.3	67.3	-	-

The average ages are weighted by liability.

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

Assets at 31 March 2016

A summary of the Fund's assets provided by the Administering Authority (excluding members' money-purchase Additional Voluntary Contributions) as at 31 March 2016 and 31 March 2013 is as follows:

Asset class	31 March 2013 (Market Value) (£m)	Allocation %	31 March 2016 (Market Value) (£m)	Allocation %
UK equities	1,342	44%	1,558	42%
UK fixed interest gilts	101	3%	102	3%
UK corporate bonds	55	2%	60	2%
UK index-linked gilts	16	1%	14	0%
Overseas equities	1,009	33%	1,179	32%
Overseas bonds	153	5%	218	6%
Property	180	6%	422	11%
Cash and net current assets	222	7%	161	4%
Total	3,078	100%	3,714	100%

Note that, for the purposes of determining the funding position at 31 March 2016, the asset value we have used also includes the present value of expected future early retirement strain payments (amounting to £1,000).

Accounting data – revenue account for the three years to 31 March 2016

Consolidated accounts (£000)	Year to			Total
	31 March 2014	31 March 2015	31 March 2016	
Income				
Employer - normal contributions	117,029	116,144	106,478	339,650
Employer - additional contributions	7,214	11,743	25,035	43,992
Employer - early retirement and augmentation strain contributions	3,823	3,028	2,417	9,268
Employee - normal contributions	32,698	33,564	33,840	100,103
Employee - additional contributions	264	202	179	645
Transfers In Received (including group and individual)	5,745	1,977	2,670	10,392
Other Income	523	383	754	1,659
Total Income	167,296	167,041	171,373	505,709
Expenditure				
Gross Retirement Pensions	103,025	107,481	110,001	320,508
Lump Sum Retirement Benefits	21,650	21,223	21,900	64,772
Death in Service Lump sum	3,238	3,454	3,417	10,108
Death in Deferment Lump Sum	0	0	0	0
Death in Retirement Lump Sum	0	0	0	0
Gross Refund of Contributions	2	49	397	448
Transfers out (including bulk and individual)	7,445	64,584	8,855	80,884
Fees and Expenses	2,077	1,617	1,701	5,395
Total Expenditure	137,437	198,407	146,272	482,115
Net Cashflow	29,860	-31,366	25,101	23,594
Assets at start of year	3,078,080	3,365,616	3,677,391	3,078,080
Net cashflow	29,860	-31,366	25,101	23,594
Change in value	257,676	343,141	11,629	612,446
Assets at end of year	3,365,616	3,677,391	3,714,121	3,714,121
Approximate rate of return on assets	8.3%	10.2%	0.3%	19.8%

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

Appendix E: Assumptions

Financial assumptions

Financial assumptions	31 March 2013 (% p.a.)	31 March 2016 (% p.a.)
Discount rate	4.6%	4.0%
Price inflation	2.5%	2.1%
Pay increases*	3.8%	2.3%
Pension increases:		
pension in excess of GMP	2.5%	2.1%
post-88 GMP	2.5%	2.1%
pre-88 GMP	0.0%	0.0%
Revaluation of deferred pension	2.5%	2.1%
Revaluation of accrued CARE pension	2.5%	2.1%
Expenses	0.5%	0.3%

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

Mortality assumptions

Longevity assumptions	31 March 2016
Longevity - baseline	Vita
Longevity - improvements	
CMI Model version used	CMI_2013
Starting rates	CMI calibration based on data from Club Vita using the latest available data as at January 2014.
Long term rate of improvement	Period effects: 1.25% p.a. for men and women. Cohort effects: 0% p.a. for men and for women.
Period of convergence	Period effects: CMI model core values i.e. 10 years for ages 50 and below and 5 years for those aged 95 and above, with linear transition to 20 years for those aged between 60 and 80. Cohort effects: CMI core i.e. 40 years for those born in 1950 or later declining linearly to 5 years for those born in 1915 or earlier.
Proportion of convergence remaining at mid point	50%

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

We have used a longevity improvement assumption based on the industry standard projection model calibrated with information from our longevity experts in Club Vita. The starting point for the improvements has been based on observed death rates in the Club Vita data bank over the period up to 2012.

We have used the 2013 version of the Continuous Mortality Investigation (CMI) longevity improvements model, instead of the more recent 2015 version, as we do not believe the increased mortality experience factored into the 2015 model is the start of a new trend. We believe it is more appropriate to use the 2013 version of the model for the 2016 valuation.

In the short term we have assumed that the improvements in life expectancy observed up to 2010 will start to tail off immediately, resulting in life expectancy increasing less rapidly than has been seen over the last decade or two. This could be described as assuming that improvements have 'peaked'.

In the longer term we have assumed that increases in life expectancy will stabilise at a rate of increase of 0.9 years per decade for men and women. This is equivalent to assuming that longer term mortality rates will fall at a rate of 1.25% p.a. for men and women.

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

Other demographic valuation assumptions

Retirements in normal health	We have adopted the retirement age pattern assumption as specified by the Scheme Advisory Board for preparing Key Performance Indicators. Further details about this assumption are available on request.
Retirements in ill health	Allowance has been made for ill-health retirements before Normal Pension Age (see table below).
Withdrawals	Allowance has been made for withdrawals from service (see table below).
Family details	A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. Husbands are assumed to be 3 years older than wives.
Commutation	60% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2008 (equivalent 80% for service from 1 April 2008).
50:50 option	1.0% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

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

Death in Service tables:

Age	Deaths per 1000 active members per annum	
	Female	Male
20	0.12	0.21
25	0.12	0.21
30	0.18	0.26
35	0.30	0.30
40	0.48	0.51
45	0.77	0.85
50	1.13	1.36
55	1.49	2.13
60	1.90	3.83
65	2.44	6.38

III Health Early Retirements tables

Tier 1

Age	Incidence per 1000 active members per annum			
	IH Tier 1 Female FT	IH Tier 1 Female PT	IH Tier 1 Male FT	IH Tier 1 Male PT
20	0.00	0.00	0.00	0.00
25	0.12	0.09	0.00	0.00
30	0.16	0.12	0.00	0.00
35	0.32	0.24	0.12	0.09
40	0.48	0.36	0.20	0.15
45	0.65	0.48	0.44	0.33
50	1.21	0.91	1.13	0.85
55	4.48	3.36	4.42	3.32
60	9.51	7.14	7.78	5.84
65	17.09	12.82	14.78	11.09

Tier 2

Age	Incidence per 1000 active members per annum			
	IH Tier 2 Female FT	IH Tier 2 Female PT	IH Tier 2 Male FT	IH Tier 2 Male PT
20	0.00	0.00	0.00	0.00
25	0.10	0.07	0.00	0.00
30	0.13	0.10	0.00	0.00
35	0.26	0.19	0.10	0.07
40	0.39	0.29	0.16	0.12
45	0.51	0.39	0.35	0.27
50	1.22	0.92	1.14	0.85
55	2.60	1.95	2.56	1.92
60	2.69	2.01	2.20	1.65
65	0.00	0.00	0.00	0.00

Withdrawal

Withdrawals per 1000 active members per annum				
Age	Female FT	Female PT	Male FT	Male PT
20	151.58	252.63	219.73	439.47
25	101.99	169.97	145.14	290.28
30	85.50	142.46	102.98	205.93
35	73.79	122.91	80.46	160.88
40	61.42	102.26	64.78	129.48
45	57.31	95.41	60.85	121.60
50	48.32	80.35	50.16	100.12
55	36.05	60.02	39.50	78.88
60	29.06	48.31	35.20	70.28
65	0.00	0.00	0.00	0.00

Please note that the withdrawal figures include tier 3 ill health.

Promotional salary scale

Age	Promotional Salary Scale
20	105
25	117
30	131
35	144
40	150
45	157
50	162
55	162
60	162
65	162

Appendix F: Technical appendix for contribution rate modelling

This appendix is provided for readers seeking to understand the technical methodology used in assessing the employer contribution rates.

In order to assess the likelihood of the employer's section of the Fund achieving full funding we have carried out stochastic asset liability modelling (ALM) that takes into account the main characteristics and features of each employer's share of the Fund's assets and liabilities. For stabilised employers a full ALM, known as comPASS has been used. For other employers a simplified ALM, known as TARGET has been used. Please refer to the Funding Strategy Statement to determine which method has been applied for each employer.

The following sections provide more detail on the background to the modelling.

Cash flows

In projecting forward the evolution of each employer's section of the Fund, we have used anticipated future benefit cashflows. These cashflows have been generated using the membership data provided for the formal valuation as at 31 March 2016, the demographic and financial assumptions used for the valuation and make an allowance for future new joiners to the Fund (if any employer is open to new entrants).

For comPASS we have estimated future service benefit cash flows and projected salary roll for new entrants (where appropriate) after the valuation date such that payroll remains constant in real terms (i.e. full replacement) unless otherwise stated. There is a distribution of new entrants introduced at ages between 25 and 65, and the average age of the new entrants is assumed to be 40 years. All new entrants are assumed to join and then leave service at SPA, which is a much simplified set of assumptions compared with the modelling of existing members. The base mortality table used for the new entrants is an average of mortality across the LGPS and is not specific to the Fund, which is another simplification compared to the modelling of existing members. TARGET uses a similar but simplified approach to generating new entrants. Nonetheless, we believe that these assumptions are reasonable for the purposes of the modelling given the highly significant uncertainty associated with the level of new entrants.

We do not allow for any variation in actual experience away from the demographic assumptions underlying the cashflows. Variations in demographic assumptions (and experience relative to those assumptions) can result in significant changes to the funding level and contribution rates. We allow for variations in inflation (RPI or CPI as appropriate), inflation expectations (RPI or CPI as appropriate), interest rates, yield curves and asset class returns. Cashflows into and out of the Fund are projected forward in annual increments and are assumed to occur in the middle of each financial year (April to March). Investment strategies are assumed to be rebalanced annually.

Asset liability model (comPASS)

These cashflows, and the employer's assets, are projected forward using stochastic projections of asset returns and economic factors such as inflation and bond yields. These projections are provided by the Economic Scenario Service (ESS), our (proprietary) stochastic asset model, which is discussed in more detail below.

In the modelling we have assumed that the Fund will undergo valuations every three years and a contribution rate will be set that will come into force one year after the simulated valuation date. For 'stabilised' contributions, the rate at which the contribution changes is capped and floored. There is no guarantee that such capping or flooring will be appropriate in future; this assumption has been made so as to illustrate the likely impact of practical steps that may be taken to limit changes in contribution rates over time.

Unless stated otherwise, we have assumed that all contributions are made and not varied throughout the period of projection irrespective of the funding position. In practice the contributions are likely to vary especially if the funding level changes significantly.

Investment strategy is also likely to change with significant changes in funding level, but we have not considered the impact of this.

In allowing for the simulated economic scenarios, we have used suitable approximations for updating the projected cashflows. The nature of the approximations is such that the major financial and investment risks can be broadly quantified. However, a more detailed analysis would be required to understand fully the implications and appropriate implementation of a very low risk or 'cash flow matched' strategy.

We would emphasise that the returns that could be achieved by investing in any of the asset classes will depend on the exact timing of any investment/disinvestment. In addition, there will be costs associated with buying or selling these assets. The model implicitly assumes that all returns are net of costs and that investment/disinvestment and rebalancing are achieved without market impact and without any attempt to 'time' entry or exit.

Asset liability model (TARGET)

TARGET uses a similar, but simplified, modelling approach to that used for compPASS.

Contribution rates are inputs to the model and are assumed not to vary throughout the period of projection, with no valuation every three years or setting of 'stabilised' contribution rates.

In allowing for the simulated economic scenarios, we have used more approximate methods for updating the projected cash flows. The nature of the approximations is such that the major financial and investment risks can be broadly quantified.

When projecting forward the assets, we have modelled a proxy for the Fund's investment strategy by simplifying their current benchmark into growth (UK equity) and non-growth (index-linked gilts) allocations, and then adjusting the volatility of the resultant portfolio results to approximately reflect the diversification benefit of the Fund's investment strategy.

Economic Scenario Service

The distributions of outcomes depend significantly on the Economic Scenario Service (ESS), our (proprietary) stochastic asset model. This type of model is known as an economic scenario generator and uses probability distributions to project a range of possible outcomes for the future behaviour of asset returns and economic variables. Some of the parameters of the model are dependent on the current state of financial markets and are updated each month (for example, the current level of equity market volatility) while other more subjective parameters do not change with different calibrations of the model.

Key subjective assumptions are the average excess equity return over the risk free asset (tending to approximately 3% p.a. as the investment horizon is increased), the volatility of equity returns (approximately 18% p.a. over the long term) and the level and volatility of yields, credit spreads, inflation and expected (breakeven) inflation, which affect the projected value placed on the liabilities and bond returns. The market for CPI linked instruments is not well developed and our model for expected CPI in particular may be subject to additional model uncertainty as a consequence. The output of the model is also affected by other more subtle effects, such as the correlations between economic and financial variables.

Our expectation (i.e. the average outcome) is that long term real interest rates will gradually rise from their current low levels. Higher long-term yields in the future will mean a lower value placed on liabilities and therefore our median projection will show, all other things being equal, an improvement in the current funding position (because of the mismatch between assets and liabilities). The mean reversion in yields also affects expected bond returns.

While the model allows for the possibility of scenarios that would be extreme by historical standards, including very significant downturns in equity markets, large systemic and structural dislocations are not captured by the model. Such events are unknowable in effect, magnitude and nature, meaning that the most extreme possibilities are not necessarily captured within the distributions of results.

Expected Rate of Returns and Volatilities

The following figures have been calculated using 5,000 simulations of the Economic Scenario Service, calibrated using market data as at 31 March 2016. All returns are shown net of fees. Percentiles refer to percentiles of the 5,000 simulations and are the annualised total returns over 5, 10 and 20 years, except for the yields which refer to the (simulated) yields in force at that time horizon. Only a subset of the asset classes are shown below.

The current calibration of the model indicates that a period of outward yield movement is expected. For example, over the next 20 years our model expects the 17 year maturity annualised real (nominal) interest rate to rise from -1.0% (2.2%) to 0.8% (4.0%).

	Annualised total returns											17 year real yield	17 year yield	
	Index Linked Gilts (long dated)	UK Equity	Overseas Equity	Private Equity	Property	Senior Loans	Diversified Credit	Absolute Return Bonds (near zero duration)	Diversified Alternatives	Hedge Funds	Inflation			
5 years	16th %ile	-2.9%	-3.7%	-5.6%	-7.2%	-3.8%	-0.8%	0.2%	-2.6%	-2.0%	-3.7%	1.2%	-1.6%	1.7%
	50th %ile	0.5%	4.5%	4.1%	5.3%	2.0%	2.2%	2.3%	2.0%	2.6%	2.1%	2.6%	-0.7%	3.0%
	84th %ile	4.1%	12.7%	14.3%	19.4%	8.3%	5.3%	4.5%	6.8%	7.5%	8.2%	4.2%	0.2%	4.5%
10 years	16th %ile	-1.8%	-1.1%	-2.6%	-3.4%	-1.8%	0.7%	1.3%	-0.8%	-0.1%	-1.3%	1.4%	-1.5%	1.9%
	50th %ile	0.3%	5.0%	4.6%	5.9%	2.8%	3.1%	3.0%	2.6%	3.4%	3.0%	2.8%	-0.3%	3.5%
	84th %ile	2.7%	11.1%	12.1%	16.0%	7.5%	5.6%	4.7%	6.2%	7.2%	7.5%	4.5%	0.9%	5.5%
20 years	16th %ile	-1.0%	1.3%	0.2%	0.3%	0.1%	2.1%	2.4%	1.0%	1.8%	0.7%	1.7%	-0.7%	2.3%
	50th %ile	0.5%	5.9%	5.6%	7.0%	3.7%	4.2%	4.0%	3.6%	4.5%	4.1%	3.0%	0.8%	4.0%
	84th %ile	2.2%	10.7%	11.2%	14.0%	7.6%	6.5%	5.8%	6.5%	7.5%	7.8%	4.4%	2.3%	6.3%
Dispersion (1 yr)		9%	16%	19%	29%	14%	6%	6%	10%	10%	12%	1%		

Appendix G: Events since valuation date

Post-valuation events

These valuation results are in effect a snapshot of the Fund as at 31 March 2016. Since that date, various events have had an effect on the financial position of the Fund. Whilst we have not explicitly altered the valuation results to allow for these events, a short discussion of these “post-valuation events” can still be beneficial in understanding the variability of pension funding.

In the period from the valuation date to early March 2017, the Fund asset returns have been significantly better than expected. However, global expectations for future asset returns have fallen in light of events such as the Brexit vote. Both events have roughly cancelled each other out in terms of the impact on the funding position. However, the day to day volatility is significant.

Overall, employer contributions continue to be subject to upwards pressure as a result of post-valuation events.

It should be noted that the above is for information only: the figures in this report have all been prepared using membership data, audited asset information and market-based assumptions all as at 31 March 2016. In particular, we do not propose amending any of the contribution rates listed in the Rates & Adjustments Certificate on the basis of these market changes, and all employer contribution rates are based on valuation date market conditions. In addition, these rates are finalised within a risk-measured framework as laid out in the Fund’s Funding Strategy Statement (FSS). We do not propose altering the FSS or valuation calculations to include allowance for post-valuation date market changes since a long term view has been taken.

Other events

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

Appendix H: Rates and adjustments certificate

In accordance with regulation 62(4) of the Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2017 to 31 March 2020 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated March 2017 and our report on the actuarial valuation dated 30 March 2017.

Regulation 62(8) requires a statement of the assumptions on which the certificate is given regarding the number of members, and the associated liabilities arising, who will become entitled to payment of pensions under the regulations of the LGPS. These assumptions can be found in Appendix E of the 31 March 2016 formal valuation report dated 30 March 2017. These assumptions cover members who become entitled to payment of pension via normal retirement and ill health retirement. Further members will become entitled due to involuntary early retirement (for redundancy and efficiency reasons) for which no allowance has been made.

The required minimum contribution rates are set out below.

Employer code	Employer/Pool name	Contributions currently in payment 2016/17		Primary rate (%) 1 April 2017 - 31 March 2020	Minimum Contributions for the Year Ending					
					Secondary Rate (%/£)			Total Contribution rate (%/£)		
					2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
	East Riding of Yorkshire Pool (Non-Schools) (Notes 1 & 2)	15.3%	£5,229,000	15.3%	£4,179,000	£4,179,000	£4,179,000	15.3% plus £4,179,000	15.3% plus £4,179,000	15.3% plus £4,179,000
	East Riding of Yorkshire Pool (School Staff)	20.3%	0.0%	15.3%	4.0%	4.0%	4.0%	19.3%	19.3%	19.3%
	North East Lincolnshire Council Pool (Non-Schools) (Note 1)	15.0%	£2,990,000	15.0%	£2,990,000	£2,990,000	£2,990,000	15.0% plus £2,990,000	15.0% plus £2,990,000	15.0% plus £2,990,000
	North East Lincolnshire Council Pool (School Staff)	23.3%	0.0%	15.0%	8.3%	8.3%	8.3%	23.3%	23.3%	23.3%
	North Lincolnshire Council Pool (Non-Schools)	15.7%	£3,778,000	15.7%	£3,213,000	£3,213,000	£3,213,000	15.7% plus £3,213,000	15.7% plus £3,213,000	15.7% plus £3,213,000
	North Lincolnshire Council Pool (School Staff)	22.3%	0.0%	15.7%	5.6%	5.6%	5.6%	21.3%	21.3%	21.3%
	Kingston Upon Hull City Council Pool (Non-Schools) (Notes 1 & 2)	14.8%	£13,342,000	14.8%	£11,000,000	£11,000,000	£11,000,000	14.8% plus £11,000,000	14.8% plus £11,000,000	14.8% plus £11,000,000
	Kingston Upon Hull City Council Pool (School Staff)	27.1%	0.0%	14.8%	11.3%	11.3%	11.3%	26.1%	26.1%	26.1%
Small Admission Bodies Pool										
20	Hull and Goole Port Health Authority	22.8%	0.0%	25.3%	4.9%	4.9%	4.9%	30.2%	30.2%	30.2%
48	Hull Resettlement Project Limited	22.8%	0.0%	25.3%	4.9%	4.9%	4.9%	30.2%	30.2%	30.2%
69	Hull Charterhouse Trustees	22.8%	0.0%	25.3%	4.9%	4.9%	4.9%	30.2%	30.2%	30.2%
Small Schedule and Resolution Bodies Pool										
23	Immingham Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
27	Market Weighton Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
72	Driffield Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
76	Elloughton Cum Brough Parish Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
77	Beverley Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
83	Burton Upon Stather Parish Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
84	Bottesford Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
87	Bridlington Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
89	Barton Upon Humber Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
92	South Cave Parish Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
97	Hedon Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
167	Kirk Ella & West Ella PC	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
168	Ouse & Humber Drainage Board *	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
169	Anlaby Common Parish Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
199	Broughton Town Council	27.3%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%
226	Winterton Town Council	23.8%	0.0%	17.6%	7.7%	5.7%	3.7%	25.3%	23.3%	21.3%

* This body includes the employer codes 25 and 26

Employer code	Employer/Pool name	Contributions currently in payment 2016/17		Primary rate (%) 1 April 2017 - 31 March 2020	Minimum Contributions for the Year Ending					
					Secondary Rate (%/£)			Total Contribution rate (%/£)		
					2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Colleges										
East Riding Colleges Pool		20.5%	£138,000	22.2%	£35,000	£36,000	£37,000	22.2% plus £35,000	22.2% plus £36,000	22.2% plus £37,000
46	University of Lincoln	28.1%	£0	19.9%	5.4%	5.4%	5.4%	25.3%	25.3%	25.3%
52	Bishop Burton College	19.2%	£280,000	20.9%	£183,000	£188,000	£192,000	20.9% plus £183,000	20.9% plus £188,000	20.9% plus £192,000
54	Grimby Institute of Further and Higher Education	18.7%	£331,000	20.8%	£162,000	£165,000	£169,000	20.8% plus £162,000	20.8% plus £165,000	20.8% plus £169,000
55	Hull College	19.0%	£699,000	21.3%	£374,000	£382,000	£391,000	21.3% plus £374,000	21.3% plus £382,000	21.3% plus £391,000
56	North Lindsey College	19.4%	£199,000	21.8%	£106,000	£108,000	£111,000	21.8% plus £106,000	21.8% plus £108,000	21.8% plus £111,000
Small Colleges Pool										
57	Franklin College	22.9%	0.0%	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%
58	Wilberforce College	22.9%	0.0%	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%
59	Wyke College	22.9%	0.0%	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%
60	John Leggott College	22.9%	0.0%	21.1%	1.1%	1.1%	1.1%	22.2%	22.2%	22.2%
Other Pool										
Humberside Police		21.6%	£0	18.3%	£63,000	£65,000	£66,000	18.3% plus £63,000	18.3% plus £65,000	18.3% plus £66,000
North Eastern Inshore Fisheries		23.2%	£0	17.6%	£0	£0	£0	17.6%	17.6%	17.6%
The Hessle Academy Community Trust		22.5%	0.0%	16.3%	4.1%	2.1%	0.1%	20.4%	18.4%	16.4%
Individual Employers										
21	Humber Bridge Board	21.6%	£182,000	19.6%	£95,000	£98,000	£100,000	19.6% plus £95,000	19.6% plus £98,000	19.6% plus £100,000
31	Pocklington School (Note 3)	27.4%	£0	33.5%	£197,000	£202,000	£207,000	33.5% plus £197,000	33.5% plus £202,000	33.5% plus £207,000
40	Hornsea Town Council	30.5%	0.0%	19.1%	9.4%	7.4%	5.4%	28.5%	26.5%	24.5%
45	Withernsea Town Council	20.8%	0.0%	18.6%	0.2%	0.0%	0.0%	18.8%	18.6%	18.6%
47	Pickering and Ferens Homes	22.8%	0.0%	26.1%	2.6%	2.6%	2.6%	28.7%	28.7%	28.7%
49	Humberside Independent Care Association	27.6%	£0	30.7%	£2,980,000	£3,050,000	£3,122,000	30.7% plus £2,980,000	30.7% plus £3,050,000	30.7% plus £3,122,000
63	Goole Town Council	24.2%	0.0%	18.2%	4.0%	2.0%	0.0%	22.2%	20.2%	18.2%
71	Humberside Fire Authority	18.6%	£204,000	16.8%	£194,000	£95,000	£0	16.8% plus £194,000	16.8% plus £95,000	16.8%
79	The Deep (EMIH Ltd)	22.8%	0.0%	24.5%	0.0%	0.0%	0.0%	24.5%	24.5%	24.5%
101	Yorkshire & Humberside Grid for Learning	17.7%	£0	0.0%	£0	£0	£0	0.0%	0.0%	0.0%
104	Shoreline Housing Partnership Limited	24.0%	£147,000	27.7%	£366,000	£375,000	£384,000	27.7% plus £366,000	27.7% plus £375,000	27.7% plus £384,000
107	Brigg Town Council	27.1%	0.0%	19.7%	5.4%	3.4%	1.4%	25.1%	23.1%	21.1%
109	Ongo Homes Limited	28.3%	£0	24.5%	£745,000	£763,000	£780,000	24.5% plus £745,000	24.5% plus £763,000	24.5% plus £780,000
112	Kingstown Works Limited	19.4%	£227,000	24.8%	-4.8% plus £230,000	-4.8% plus £230,000	-4.8% plus £230,000	20.0% plus £230,000	20.0% plus £230,000	20.0% plus £230,000
113	Havelock Academy	22.7%	0.0%	14.3%	6.4%	4.4%	2.4%	20.7%	18.7%	16.7%
115	Oasis Academy Immingham	21.5%	0.0%	17.8%	1.7%	0.0%	0.0%	19.5%	17.8%	17.8%
116	Oasis Academy Wintringham	17.8%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%
117	NHS North East Lincolnshire Clinical Commissioning Group	34.8%	£0	25.8%	£282,000	£288,000	£295,000	25.8% plus £282,000	25.8% plus £288,000	25.8% plus £295,000
120	Kingswood Academy	27.1%	0.0%	17.1%	8.0%	7.1%	7.1%	25.1%	24.2%	24.2%
125	Archbishop Sentamu Academy	17.0%	0.0%	15.0%	0.0%	0.0%	0.0%	15.0%	15.0%	15.0%
126	St Lawrence Academy	21.5%	0.0%	17.7%	1.8%	0.0%	0.0%	19.5%	17.7%	17.7%
127	NPS Humber Ltd	23.1%	£0	26.8%	£0	£0	£0	26.8%	26.8%	26.8%
130	Sirus Academy West	20.4%	0.0%	16.8%	1.6%	0.0%	0.0%	18.4%	16.8%	16.8%
132	Engie Services Limited	21.5%	0.0%	22.7%	-22.7%	-22.7%	-22.7%	0.0%	0.0%	0.0%
133	Healing Science Academy	20.8%	0.0%	16.6%	2.2%	0.2%	0.0%	18.8%	16.8%	16.6%
135	Tollbar Academy	21.3%	0.0%	16.5%	2.8%	0.8%	0.0%	19.3%	17.3%	16.5%
136	Cleethorpes Academy	20.7%	0.0%	17.1%	1.6%	0.0%	0.0%	18.7%	17.1%	17.1%
138	The Riverside Group Ltd	27.1%	£0	25.1%	£7,000	£7,000	£7,000	25.1% plus £7,000	25.1% plus £7,000	25.1% plus £7,000
139	South Hunsley School	23.9%	0.0%	16.3%	5.6%	3.6%	1.6%	21.9%	19.9%	17.9%
142	Cottingham Academy	24.4%	0.0%	17.0%	5.4%	3.4%	1.4%	22.4%	20.4%	18.4%
143	Outwood Academy (Foxhills)	29.1%	0.0%	16.7%	10.4%	8.4%	6.4%	27.1%	25.1%	23.1%
144	Swanland School	23.6%	0.0%	17.8%	3.8%	1.8%	0.0%	21.6%	19.6%	17.8%
145	Beverley Grammar School	23.9%	0.0%	17.1%	4.8%	2.8%	0.8%	21.9%	19.9%	17.9%
146	Humberston Maths and Computing College Academy	24.9%	0.0%	17.3%	5.6%	3.6%	1.6%	22.9%	20.9%	18.9%
147	Signhills Academy	27.0%	0.0%	17.2%	7.8%	5.8%	3.8%	25.0%	23.0%	21.0%
148	Ormiston Maritime Academy	24.7%	0.0%	17.2%	5.5%	3.5%	1.5%	22.7%	20.7%	18.7%
151	Goole High School	22.3%	0.0%	16.9%	3.4%	1.4%	0.9%	20.3%	18.3%	17.8%
152	Vale Academy	25.3%	0.0%	17.2%	6.1%	4.1%	2.1%	23.3%	21.3%	19.3%
153	Whitgift Academy	27.7%	0.0%	17.6%	8.1%	6.1%	4.1%	25.7%	23.7%	21.7%
154	Lisle Marsden Academy	25.3%	0.0%	17.1%	6.2%	4.4%	4.4%	23.3%	21.5%	21.5%

Employer code	Employer/Pool name	Contributions currently in payment 2016/17		Primary rate (%) 1 April 2017 - 31 March 2020	Minimum Contributions for the Year Ending					
					Secondary Rate (%/£)			Total Contribution rate (%/£)		
					2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
155	Cambridge Park Maths & Computing Specialist Academy	24.4%	0.0%	16.4%	6.0%	4.0%	2.0%	22.4%	20.4%	18.4%
156	Humberston Park Academy	22.5%	0.0%	15.2%	5.3%	3.3%	2.6%	20.5%	18.5%	17.8%
157	South Axholme Academy	25.4%	0.0%	17.2%	6.2%	4.2%	2.2%	23.4%	21.4%	19.4%
158	The Axholme Academy	27.3%	0.0%	17.2%	8.1%	6.1%	4.1%	25.3%	23.3%	21.3%
159	Waltham Leas Academy	27.4%	0.0%	17.3%	8.1%	6.1%	4.1%	25.4%	23.4%	21.4%
160	New Waltham Academy	26.7%	0.0%	16.5%	8.2%	6.2%	4.2%	24.7%	22.7%	20.7%
161	Scartho Academy	31.6%	0.0%	18.2%	11.4%	9.4%	7.4%	29.6%	27.6%	25.6%
162	East Ravendale Academy	26.7%	0.0%	16.6%	8.1%	6.1%	4.1%	24.7%	22.7%	20.7%
163	Huntcliff Academy	26.5%	0.0%	18.0%	6.5%	4.5%	2.5%	24.5%	22.5%	20.5%
165	Robertson Facilities Management	22.0%	0.0%	27.2%	-27.2%	-27.2%	-27.2%	0.0%	0.0%	0.0%
166	St Bede's Academy	27.0%	0.0%	17.6%	7.4%	5.4%	3.4%	25.0%	23.0%	21.0%
170	Hull Trinity House School	34.7%	0.0%	16.2%	16.5%	14.5%	12.5%	32.7%	30.7%	28.7%
171	St Bernadettes Primary School	21.8%	0.0%	17.6%	2.2%	0.2%	0.0%	19.8%	17.8%	17.6%
172	Scawby Primary School	27.0%	0.0%	17.6%	7.4%	5.4%	3.4%	25.0%	23.0%	21.0%
173	Hibaldstow Primary School	23.3%	0.0%	19.0%	2.3%	0.3%	0.0%	21.3%	19.3%	19.0%
174	St Augustine Webster Primary School	22.3%	0.0%	17.7%	2.6%	0.6%	0.0%	20.3%	18.3%	17.7%
175	St Mary's Academy School	25.5%	0.0%	17.5%	6.0%	4.0%	2.0%	23.5%	21.5%	19.5%
176	Middlethorpe Academy	21.3%	0.0%	15.8%	3.5%	1.5%	0.7%	19.3%	17.3%	16.5%
177	Signhills Infant School	33.3%	0.0%	17.6%	13.7%	11.7%	9.7%	31.3%	29.3%	27.3%
178	St Joseph's Catholic Primary School	29.0%	0.0%	18.0%	9.0%	7.0%	5.0%	27.0%	25.0%	23.0%
180	University of Lincoln Students Union	16.7%	0.0%	19.0%	£0	£0	£0	19.0%	19.0%	19.0%
181	Weelsby Primary	28.4%	0.0%	15.7%	10.7%	8.7%	6.7%	26.4%	24.4%	22.4%
182	Thrunscote Primary	27.0%	0.0%	17.8%	7.2%	5.2%	3.6%	25.0%	23.0%	21.4%
183	Yarborough Primary	26.0%	0.0%	16.2%	7.8%	5.8%	3.8%	24.0%	22.0%	20.0%
184	Bursar Primary	27.7%	0.0%	17.9%	7.8%	5.8%	3.8%	25.7%	23.7%	21.7%
185	Worlaby Primary	23.0%	0.0%	16.9%	4.1%	2.1%	0.1%	21.0%	19.0%	17.0%
186	Oasis Academy Nunsthorpe	25.7%	0.0%	16.8%	6.9%	4.9%	2.9%	23.7%	21.7%	19.7%
187	Hall Road Primary Academy	37.5%	0.0%	16.3%	19.2%	17.2%	15.2%	35.5%	33.5%	31.5%
188	Newington Primary Academy	30.6%	0.0%	16.7%	11.9%	9.9%	7.9%	28.6%	26.6%	24.6%
189	The Green Way Primary Academy	30.4%	0.0%	18.0%	10.4%	8.4%	6.4%	28.4%	26.4%	24.4%
190	Sirius North Academy	35.2%	0.0%	17.2%	16.0%	14.0%	12.0%	33.2%	31.2%	29.2%
192	Epworth Primary	23.5%	0.0%	17.6%	3.9%	1.9%	0.0%	21.5%	19.5%	17.6%
193	Westwoodside	26.9%	0.0%	17.8%	7.1%	5.1%	3.1%	24.9%	22.9%	20.9%
194	Winterton Community Academy	27.0%	0.0%	18.2%	6.8%	4.8%	2.8%	25.0%	23.0%	21.0%
195	Edward Heneage Primary	28.9%	0.0%	16.5%	10.4%	8.4%	6.4%	26.9%	24.9%	22.9%
196	St Norberts Primary	18.5%	0.0%	17.1%	0.0%	0.0%	0.0%	17.1%	17.1%	17.1%
197	ICS (Chiltern Primary School)	20.2%	0.0%	16.8%	0.0%	0.0%	0.0%	16.8%	16.8%	16.8%
200	Strand Community Primary	25.2%	0.0%	16.9%	6.3%	4.3%	2.3%	23.2%	21.2%	19.2%
201	South Parade Primary	26.1%	0.0%	16.8%	7.3%	5.3%	3.3%	24.1%	22.1%	20.1%
202	Macauley Primary	29.7%	0.0%	16.8%	10.9%	8.9%	6.9%	27.7%	25.7%	23.7%
203	Crowle Primary	27.5%	0.0%	17.8%	7.7%	5.7%	3.7%	25.5%	23.5%	21.5%
204	Oasis Academy Henderson Avenue	24.2%	0.0%	17.4%	4.8%	2.8%	0.8%	22.2%	20.2%	18.2%
205	Oasis Academy Parkwood	23.2%	0.0%	16.8%	4.4%	2.4%	0.4%	21.2%	19.2%	17.2%
206	Wybers Wood Primary	29.0%	0.0%	17.1%	9.9%	7.9%	5.9%	27.0%	25.0%	23.0%
207	St Mary's RC Primary	30.5%	0.0%	16.2%	12.3%	10.3%	8.3%	28.5%	26.5%	24.5%
208	Melior Community College Academy	29.4%	0.0%	17.0%	10.4%	8.4%	6.4%	27.4%	25.4%	23.4%
211	Old Clee Primary Academy	36.9%	0.0%	17.5%	17.4%	15.4%	13.4%	34.9%	32.9%	30.9%
212	Outwood Academy Brumby	27.0%	0.0%	17.9%	7.1%	5.1%	3.6%	25.0%	23.0%	21.5%
214	Ashwell Pupil Referral Unit Academy	37.9%	0.0%	15.7%	20.2%	18.2%	16.2%	35.9%	33.9%	31.9%
215	Bude Park Primary Academy	32.5%	0.0%	16.9%	13.6%	11.6%	9.6%	30.5%	28.5%	26.5%
216	Biggin Hill Primary Academy	30.4%	0.0%	17.2%	11.2%	9.2%	7.2%	28.4%	26.4%	24.4%
217	Dorchester Primary Academy	32.5%	0.0%	16.4%	14.1%	12.1%	10.1%	30.5%	28.5%	26.5%
218	Highlands Primary Academy	24.5%	0.0%	14.8%	7.7%	5.7%	3.7%	22.5%	20.5%	18.5%
219	Sutton Park Primary Academy	28.2%	0.0%	17.2%	9.0%	7.0%	5.0%	26.2%	24.2%	22.2%
220	Winifred Holtby Academy	28.1%	0.0%	16.7%	9.4%	7.4%	5.4%	26.1%	24.1%	22.1%
221	Tweedykes Academy	30.4%	0.0%	15.9%	12.5%	10.5%	8.5%	28.4%	26.4%	24.4%
222	The Boulevard Academy Trust	26.0%	0.0%	15.6%	8.4%	6.4%	4.4%	24.0%	22.0%	20.0%
223	Willows Academy	32.6%	0.0%	16.7%	13.9%	11.9%	9.9%	30.6%	28.6%	26.6%

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224	Eastfield Primary Academy	29.4%	0.0%	17.1%	10.3%	8.3%	6.3%	27.4%	25.4%	23.4%
225	Reynolds Primary School	27.0%	0.0%	16.8%	8.2%	6.2%	4.2%	25.0%	23.0%	21.0%
227	Belfield Primary Academy	27.0%	0.0%	18.5%	6.5%	4.5%	2.5%	25.0%	23.0%	21.0%
228	Collingwood Primary Academy	27.0%	0.0%	17.3%	7.7%	5.7%	4.3%	25.0%	23.0%	21.6%
229	Eastfield Primary Academy (Hull)	27.0%	0.0%	17.6%	7.4%	5.4%	3.4%	25.0%	23.0%	21.0%
230	Thoresby Primary Academy	27.0%	0.0%	16.9%	8.1%	6.1%	4.1%	25.0%	23.0%	21.0%
231	Wansbeck Primary Academy	27.0%	0.0%	16.3%	8.7%	6.7%	4.7%	25.0%	23.0%	21.0%
232	Appleton Primary School	36.2%	0.0%	16.0%	18.2%	16.2%	14.2%	34.2%	32.2%	30.2%
233	Dunswell Primary School	27.3%	0.0%	17.5%	7.8%	5.8%	3.8%	25.3%	23.3%	21.3%
234	Holy Family Catholic Academy	27.0%	0.0%	18.5%	10.5%	11.8%	11.8%	29.0%	30.3%	30.3%
235	Bricknell Primary School	29.1%	0.0%	17.0%	10.1%	8.1%	6.1%	27.1%	25.1%	23.1%
236	Neasden Primary School	32.1%	0.0%	17.8%	12.3%	10.3%	8.3%	30.1%	28.1%	26.1%
237	Longhill Primary School	33.4%	0.0%	16.9%	14.5%	12.5%	10.5%	31.4%	29.4%	27.4%
238	Maybury Primary School	30.4%	0.0%	17.3%	11.1%	9.1%	7.1%	28.4%	26.4%	24.4%
239	Wold Primary School	27.6%	0.0%	17.3%	8.3%	6.3%	4.3%	25.6%	23.6%	21.6%
240	Sodexo Nunthorpe	26.3%	0.0%	28.1%	49.7%	0.0%	0.0%	77.8%	28.1%	28.1%
241	Mersey Primary Academy	36.0%	0.0%	17.6%	16.4%	14.4%	12.4%	34.0%	32.0%	30.0%
242	Craven Primary Academy	36.0%	0.0%	16.0%	18.0%	16.0%	14.0%	34.0%	32.0%	30.0%
243	Sewell Facilities Management Limited	29.1%	0.0%	32.6%	-14.6%	-14.6%	-14.6%	18.0%	18.0%	18.0%
244	Endike Primary School	27.6%	0.0%	15.4%	10.2%	8.2%	6.2%	25.6%	23.6%	21.6%
245	Cleeve Primary School	30.8%	0.0%	16.7%	12.1%	10.1%	8.1%	28.8%	26.8%	24.8%
246	The Parks Primary Academy	36.0%	0.0%	17.6%	16.4%	14.4%	12.4%	34.0%	32.0%	30.0%
247	Priony Primary School	33.8%	0.0%	16.3%	15.5%	13.5%	11.5%	31.8%	29.8%	27.8%
248	Ainthorpe Primary School	27.0%	0.0%	17.2%	7.8%	5.8%	4.1%	25.0%	23.0%	21.3%
250	Taylor Shaw Limited	20.9%	0.0%	27.2%	10.9%	10.9%	10.9%	38.1%	38.1%	38.1%
251	Lacey Acres Primary	36.4%	0.0%	18.6%	15.8%	13.8%	11.8%	34.4%	32.4%	30.4%
252	ICT4 Collaboration	15.1%	£0	25.2%	£16,000	£16,000	£16,000	25.2% plus £16,000	25.2% plus £16,000	25.2% plus £16,000
253	Wheeler Primary School	30.2%	0.0%	16.5%	11.7%	9.7%	7.7%	28.2%	26.2%	24.2%
254	Spring Cottage Primary School	31.1%	0.0%	16.5%	12.6%	10.6%	8.6%	29.1%	27.1%	25.1%
255	Pearson Primary School	27.0%	0.0%	17.5%	7.5%	5.5%	3.6%	25.0%	23.0%	21.1%
258	Southcoates Primary Academy	35.0%	0.0%	17.4%	15.6%	13.6%	11.6%	33.0%	31.0%	29.0%
259	Ganton Academy	28.0%	0.0%	16.6%	9.4%	7.4%	5.4%	26.0%	24.0%	22.0%
260	Patrington Academy	18.5%	0.0%	17.3%	0.0%	0.0%	0.0%	17.3%	17.3%	17.3%
261	Easington Primary School	23.2%	0.0%	17.9%	3.3%	1.3%	0.0%	21.2%	19.2%	17.9%
262	PHASE (Young Peoples Support) CIC	22.3%	0.0%	17.7%	0.0%	0.0%	0.0%	17.7%	17.7%	17.7%
263	The Snaith School	26.7%	0.0%	16.8%	7.9%	5.9%	3.9%	24.7%	22.7%	20.7%
264	Humberston Cloverfields Primary Academy	26.8%	0.0%	17.2%	7.6%	5.6%	3.6%	24.8%	22.8%	20.8%
265	Buckingham Primary Academy	35.0%	0.0%	16.8%	16.2%	14.2%	12.2%	33.0%	31.0%	29.0%
266	Estcourt Primary School	36.0%	0.0%	16.6%	17.4%	15.4%	13.4%	34.0%	32.0%	30.0%
267	Willoughby Road Primary Academy	22.6%	0.0%	17.4%	3.2%	1.2%	1.0%	20.6%	18.6%	18.4%
268	St Mary's Queen of Martyrs Academy	24.1%	0.0%	17.1%	5.0%	3.0%	2.3%	22.1%	20.1%	19.4%
269	St Vincents RC Primary School	24.1%	0.0%	17.0%	6.4%	6.4%	6.4%	23.4%	23.4%	23.4%
270	Endsleigh Holy Child RC Primary Academy	24.1%	0.0%	17.6%	4.5%	3.1%	3.1%	22.1%	20.7%	20.7%
271	Phoenix Park Academy	24.9%	0.0%	15.6%	7.3%	5.3%	5.0%	22.9%	20.9%	20.6%
272	Francis Askew Primary School	30.9%	0.0%	17.1%	11.8%	9.8%	7.8%	28.9%	26.9%	24.9%
273	Canon Peter Hall Academy	20.4%	0.0%	15.7%	2.7%	2.4%	2.4%	18.4%	18.1%	18.1%
274	Welholme Primary	32.7%	0.0%	16.9%	13.8%	11.8%	9.8%	30.7%	28.7%	26.7%
275	Healing Primary Academy	29.8%	0.0%	16.9%	10.9%	8.9%	7.0%	27.8%	25.8%	23.9%
276	Coritani Academy	35.0%	0.0%	17.1%	15.9%	13.9%	11.9%	33.0%	31.0%	29.0%
277	Kingswood Parks Primary School	15.5%	0.0%	15.4%	0.0%	0.0%	0.0%	15.4%	15.4%	15.4%
278	Ulceby St Nicholas Primary School	39.3%	0.0%	18.1%	19.2%	17.2%	15.2%	37.3%	35.3%	33.3%
280	Aspire Academy	16.5%	0.0%	15.1%	0.0%	0.0%	0.0%	15.1%	15.1%	15.1%
281	Bulloughs Cleaning Services Ltd	24.9%	0.0%	27.7%	-12.5%	-12.5%	-12.5%	15.2%	15.2%	15.2%
282	Sevenhills Academy	28.4%	0.0%	16.7%	9.7%	7.7%	5.7%	26.4%	24.4%	22.4%
283	St Richards Academy	32.6%	0.0%	16.8%	13.8%	11.8%	9.8%	30.6%	28.6%	26.6%
284	Mellors Catering Services Limited	24.4%	0.0%	25.2%	-11.3%	-11.3%	-11.3%	13.9%	13.9%	13.9%
285	ISS Facilities Services PFI	24.6%	0.0%	26.8%	20.9%	20.9%	20.9%	47.7%	47.7%	47.7%
286	Fairfield Primary School	27.0%	0.0%	17.9%	9.5%	9.5%	9.5%	27.4%	27.4%	27.4%

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287	Newland St Johns CE Primary School	27.0%	0.0%	16.9%	8.1%	6.1%	4.1%	25.0%	23.0%	21.0%
288	St James CE Primary School	27.0%	0.0%	16.5%	8.5%	8.2%	8.2%	25.0%	24.7%	24.7%
289	Stockwell Primary School	26.8%	0.0%	16.3%	8.5%	6.5%	4.5%	24.8%	22.8%	20.8%
290	Christopher Pickering Academy	38.2%	0.0%	18.0%	18.2%	16.2%	14.2%	36.2%	34.2%	32.2%
291	Quay Primary	26.9%	0.0%	16.4%	8.5%	6.5%	4.5%	24.9%	22.9%	20.9%
292	Elliston Primary School	43.8%	0.0%	17.5%	24.3%	22.3%	20.3%	41.8%	39.8%	37.8%
293	Withemsea Primary Academy	20.7%	0.0%	17.4%	1.9%	1.9%	1.9%	19.3%	19.3%	19.3%
295	Emergency Services Fleet Management (Humberside) Limited	29.2%	0.0%	19.3%	0.0%	0.0%	0.0%	19.3%	19.3%	19.3%
296	Malet Lambert Academy	36.8%	0.0%	17.1%	17.7%	15.7%	13.7%	34.8%	32.8%	30.8%
297	St Nicholas Primary (Hull)	24.3%	0.0%	17.1%	5.2%	4.4%	4.4%	22.3%	21.5%	21.5%
298	Compass Contract Services (UK) Limited (The Vale)	17.1%	0.0%	25.2%	-8.7%	-8.7%	-8.7%	16.5%	16.5%	16.5%
299	Enfield Academy of New Waltham	43.6%	0.0%	18.2%	23.4%	21.4%	19.4%	41.6%	39.6%	37.6%
300	Springfield Primary School	39.4%	0.0%	16.4%	21.0%	19.0%	17.0%	37.4%	35.4%	33.4%
301	Thorpepark Academy	25.7%	0.0%	15.8%	7.9%	5.9%	4.4%	23.7%	21.7%	20.2%
302	Bridgeview School	23.4%	0.0%	15.1%	6.3%	4.3%	2.7%	21.4%	19.4%	17.8%
303	Whitehouse Pupil Referral Unit	26.2%	0.0%	16.6%	7.6%	5.6%	3.6%	24.2%	22.2%	20.2%
304	Sullivan Centre	38.6%	0.0%	16.9%	23.7%	25.7%	27.7%	40.6%	42.6%	44.6%
305	Humber UTC	21.3%	0.0%	15.2%	4.1%	2.1%	0.1%	19.3%	17.3%	15.3%
306	Robertson FM PFI	25.8%	0.0%	24.3%	0.0%	0.0%	0.0%	24.3%	24.3%	24.3%
309	Woodlands Primary School	34.2%	0.0%	17.0%	15.2%	13.2%	11.2%	32.2%	30.2%	28.2%
310	Workforce Skills Limited	18.7%	0.0%	20.7%	0.0%	0.0%	0.0%	20.7%	20.7%	20.7%
313	Hunsley Primary School	23.9%	0.0%	16.7%	5.2%	3.2%	1.2%	21.9%	19.9%	17.9%

Note 1

The above Primary contribution amounts may however be paid in advance (i.e. early in the financial year 2017-18), using the discretion available under Regulation 62(5) of the 2013 LGPS Regulations. The relevant pre-paid single lump sum amount which would discharge all three years' Primary payments would be as per the table below:

Employer/Pool name	Advanced Primary contribution
East Riding of Yorkshire Pool (Non-Schools)	£46,802,000
Kingston Upon Hull City Council Pool (Non-Schools)	£33,168,000
North East Lincolnshire Council Pool (Non-Schools)	£14,002,000

Payment of this lump sum would therefore also be pursuant to Regulation 67(1) of "the amount appropriate for that authority".

The pre-paid single lump sum is lower than the sum of the three years' payments, due to the impact of discounting future years' payments to the current date: I can confirm that the pre-paid single lump sum has an equal actuarial value to the three years' payments identified above.

The Fund Actuary will carry out annual checks to ensure that if pensionable payroll rises faster than assumed, an appropriate additional contribution is paid by that Employer at that time.

Note 2

The above Secondary contribution amounts may however be paid in advance (i.e. early in the financial year 2017-18), using the discretion available under Regulation 62(7) of the 2013 LGPS Regulations. The relevant pre-paid single lump sum amount which would discharge all three years' Secondary payments would be as per the table below:

Employer/Pool name	Advanced Secondary contribution
East Riding of Yorkshire Pool (Non-Schools)	£11,810,000
Kingston Upon Hull City Council Pool (Non-Schools)	£31,086,000

Payment of this lump sum would therefore also be pursuant to Regulation 67(1) of "the amount appropriate for that authority".

The pre-paid single lump sum is lower than the sum of the three years' payments, due to the impact of discounting future years' payments to the current date: I can confirm that the pre-paid single lump sum has an equal actuarial value to the three years' payments identified above.

Note 3

The certified contribution rates as stated in the Rates and Adjustments Certificate for Pocklington School will apply in the absence of an appropriate legal agreement with the Fund by 31 March 2018 to pay secondary rate contributions after the last active member has ceased employment with Pocklington School. If such an agreement is finalised to the Fund's satisfaction then the school's contribution rates will not be as above but instead will be a primary rate of 33.5% plus a secondary rate contribution to make up the difference so that the total employer pension contributions for each financial year is a minimum of £267,000. The secondary rate lump sum must be paid in monthly instalments in the financial year that it relates to.

Note 4

Contributions expressed as a percentage should be paid into East Riding of Yorkshire Pension Fund ("the Fund") at a frequency in accordance with the requirements of the Regulations.

Note 5

Secondary contributions expressed as a lump sum, must be paid to the Fund paid in monthly instalments in the financial year that it relates to.

Note 6

Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentation using methods and factors issued by me from time to time.

Note 7

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

Note 8

Where an employer has ill-health liability insurance, this will be reflected in a contribution lower than that shown above, in line with the Funding Strategy Statement.

Note 9

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

Pools

The following table lists the employers within a pool or those who have been pooled together for contribution rate purposes:

Employer code	Employer name
Closed Employers Allocated to Unitary Authorities	
1	Humberside County Council (former)
10	Boothferry Borough Council (former)
15	Community Council of Humberside
18	Hull Abattoir
34	St William's Community Home
41	Sobriety Project Limited
42	KHCT - Hull City Transport Limited
50	Humberside Wastewise Waste Management Services Ltd (Integrated Waste Management)
62	William Molson Charity
65	Grimsby/Cleethorpes Pathfinder Project Limited
66	The Humberside Partnership
100	Connexions Humber Limited
East Riding of Yorkshire Council	
2	East Yorkshire Borough of Beverley (former)
6	Holderness Borough Council (former)
8	East Yorkshire Borough Council (former)
61	Howden C E Infants School
64	Barmby Moor C E Primary School
68	Wold Newton Junior School
70	Warter C E Primary School
78	Withernsea & South Holderness Rural Action Zone
80	East Riding of Yorkshire Council
88	Jarvis Workspace FM Limited
96	East Riding of Yorkshire Council (Ex Humberside CC)
North East Lincolnshire Council	
3	Cleethorpes Borough Council (former)
5	Great Grimsby Borough Council (former)
11	Grimsby/Cleethorpes Joint Transport Committee
12	Grimsby/Cleethorpes Joint Computer Committee
43	Grimsby/Cleethorpes Transport Limited
81	North East Lincolnshire Council
91	Sports and Leisure Management Limited
94	North East Lincolnshire Council (Ex Humberside CC)
103	P H Jones Limited
105	OCS Limited
119	Toll Bar College
140	Future Cleaning Services
164	Serco Limited
213	Lincs Inspire
North Lincolnshire Council	
4	Glanford Borough Council (former)
9	Scunthorpe Borough Council (former)
44	Humberside International Airport Limited
82	North Lincolnshire Council
95	North Lincolnshire Council (Ex Humberside CC)

Employer code	Employer name
Kingston Upon Hull City Council	
7	Kingston Upon Hull City Council
28	Hull New Theatre Company Limited
37	Hull Young People's Christian & Literary Institute
73	Preston Road NDC
74	Hull and East Yorkshire Community Foundation Ltd
85	Kingston Upon Hull (Bransholme Area) Education Action Zone
93	Kingstown Upon Hull City Council (Ex Humberside CC)
102	Hull Forward
110	Kier Support Services Limited
111	Connaught Partnerships Limited
118	St. Mary's College Federation
120	Kingswood Academy
123	Sydney Smith School
129	Reel Cinemas (UK) Ltd
134	RM Education PLC
179	ISS
249	Kelvin Hall School
256	Chiltern Primary School
257	Stepney Primary School
294	Hull Culture and Leisure Limited
307	Civica UK Limited
308	Humber NHS Foundation Trust
East Riding Colleges	
51	Beverley College (former)
53	East Yorkshire College (former)
90	East Riding College
Humberside Police	
67	Humberside Police
108	Superclean Services Wothorpe Limited
209	The Police and Crime Commissioner for Humberside
210	The Chief Constable of Humberside Police
North Eastern Inshore Fisheries and Conservation Authority	
29	North Eastern Sea Fisheries Committee
141	Nth Eastern Inshore Fisheries
No active pool	
13	Humberside Magistrates Court Committee
17	Havelok Housing Association Limited
22	East Riding Valuation Tribunal
24	Kirton in Lindsey Town Council
35	University of York
98	Beverley & North Holderness Internal Drainage Board
198	ICS (Thorpepark Primary School)
The Hessle Academy Community Trust	
149	Hessle Academy
150	Penhurst Academy



Signature:

Date: 30 March 2017

Name: Douglas Green

Qualification: Fellow of the Institute and
Faculty of Actuaries

Firm: Hymans Robertson LLP

20 Waterloo Street

Glasgow

G2 6DB