

MERCER

West Midlands Pension Fund

Actuarial valuation report
as at 31 March 2010

March 2011

West Midlands Pension Fund Actuarial valuation as at 31 March 2010

MERCER

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Summary

An actuarial valuation of the West Midlands Pension Fund has been carried out as at 31 March 2010.

The key conclusions from the valuation are:

- The Fund showed a funding shortfall of £2,614m at the valuation date based on the assumptions made for calculating its funding target. This measure compares the Fund's assets with the value of the past service benefits at 31 March 2010. It represents a funding level of 75% relative to the Fund's funding target.
- Based on the assumptions made for assessing the cost of future accrual, the Common Contribution Rate (i.e. the average employer contribution rate in respect of future service only) was 11.9% of Pensionable Pay.
- If the actuarial assumptions were to be based purely on the returns available on conventional and index-linked gilts (a so-called "least risk" basis) the deficiency would have increased to approximately £6,490m.
- If the funding shortfall is recovered through additional employer contributions over a 25 year period then the employer contribution rate required to meet the shortfall emerging from the valuation is 6.2% of Pensionable Pay per annum.
- The required overall average employer contribution rate is 18.1% of Pensionable Pay subject to any transitional phasing arrangements in accordance with the FSS. Where an additional allowance has been made for certain employers for an increased investment return assumption over the duration of the recovery plan, this has offset the certified employer contribution requirement, as specified in the FSS. Contributions for each separate employer will be levied as a combination of a percentage of payroll in respect of future accrual of benefits and cash lump sum amounts in respect of shortfall contributions under the recovery plan. These contributions will commence from 1 April 2011.
- The recommended employer contributions for the period 1 April 2011 to 31 March 2014 are set out in Appendix I to this report. Employee contributions are payable in

addition to the employer contributions. These contributions are adequate to meet the funding objective based on the actuarial assumptions detailed in this report. No additional contributions are required from employers to meet scheme expenses since allowance for these is included in the recommended contributions.

- A partial allowance has been made in the employer contributions for certain employers in relation to the anticipated costs of non-ill health early retirements over the 3 years from 1 April 2011 and the cost of the conversion of historic CAY benefits under Regulation 12B of the Benefit Regulations. The allowance is shown in Appendix I. Additional capital contributions will be paid on top of the rates shown in respect of non-ill health early retirements in excess of the allowances.

Signature



Fund Actuary	Paul Middleman
Date of signing	31 March 2011
Qualification	Fellow of the Institute and Faculty of Actuaries

Compliance Statements

This report is addressed to the Administering Authority and has been prepared in accordance with the version of the Board for Actuarial Standards' 'Guidance Note 9: Funding Defined Benefits – Presentation of Actuarial Advice' current at the date this report is signed. Technical Actuarial Standard R: Reporting Actuarial Information and Technical Actuarial Standard D: Data issued by the Board for Actuarial Standards also apply to this report and the report complies with their requirements, where relevant.

However the following aspects of GN9 are not relevant to the LGPS in the current circumstances and so have not been reported on:

- Paragraph 3.4.16 of GN9 requires the actuary to include the certification of technical provisions in relation to a valuation under Part 3 of the Pensions Act 2004. As Part 3 of the Pensions Act 2004 does not apply to the LGPS, this report does not comply with paragraph 3.4.16 of GN9; and
- Paragraph 3.5 of GN9 requires the actuary to report on the value of the liabilities that would arise had the Fund wound up on the valuation date (based on the cost of buying out the accrued benefits with insurance policies). As the LGPS is a statutory scheme, there is no regulatory provision for scheme wind up and the scheme members have a statutory right to their accrued benefits. Therefore the concept of solvency on a buy-out basis does not apply. Accordingly, this report does not comply with paragraph 3.5 of GN9.

The calculations in the report use methods and assumptions appropriate for reviewing the financial position of the Scheme and determining the appropriate contribution rate for the future. Mercer does not accept liability to any third party in respect of this report; nor does Mercer accept liability to the Administering Authority if the advice is used for any purpose other than that stated (for example for accounting disclosures or corporate mergers/acquisitions).

The data for the actuarial valuation was provided by the Administering Authority and its accuracy has been relied upon. Whilst reasonableness checks on the data have been carried out, they do not guarantee the completeness or the accuracy of the data. Consequently Mercer does not accept any liability in respect of its advice where it has relied on data which is incomplete or inaccurate.

The report may be disclosed to participating employers and others who have a statutory right to see it. It may also be disclosed, if the Administering Authority and Mercer consent, to any other third parties.

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Introduction

- 1.1 This report sets out the results of the actuarial valuation of the West Midlands Pension Fund (“the Fund”) as at 31 March 2010. The valuation has been carried out on the instructions of Wolverhampton City Council (the “Administering Authority”) in accordance with the requirements of Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008, as amended (the “Administration Regulations”).

Purpose of valuation

- 1.2 The primary aims of the valuation are to review the financial position of the Fund and to determine appropriate employer contributions to the Fund for the future.
- 1.3 In particular, the valuation aims:
- to assess the Fund’s funding position relative to its funding objective;
 - taking the above into account, to determine the appropriate future level of employer contributions.
- 1.4 Under the provisions of the Administration Regulations employer contributions are calculated by the actuary having regard to the assumptions and methodology set out in the Fund’s Funding Strategy Statement (FSS). In accordance with the LGPS Regulations, the FSS has been determined by the Fund’s Administering Authority, having taken the advice of the Fund’s Actuary and after consultation with those parties as it considers appropriate.

Funding objective

- 1.5 The Administering Authority has reviewed its approach to funding strategy and this is published in the Funding Strategy Statement. Consistent with the FSS the funding objective for the valuation is to achieve and then maintain assets equal to the funding target. The funding target is the present value of 100% of projected

accrued liabilities, including allowance for projected final pay. This approach is also considered appropriate to comply with the requirement of the Administration Regulations to secure the solvency of the Fund.

- 1.6 The funding objective is the same as at the previous valuation.
- 1.7 The methodology and assumptions by which the funding target and contribution rates are calculated have also been determined in accordance with the Fund's FSS.
- 1.8 The FSS specifies a maximum period for achieving full funding of 25 years. This is the same as the maximum period of 25 years adopted at the 2007 valuation in accordance with the then published FSS. For each individual employer, the funding objective, method and assumptions depend on the particular employer's circumstances and different approaches have been adopted where applicable, in accordance with the FSS. The FSS also specifies any transitional arrangements ("phasing") for the implementation of revised employer contribution requirements.

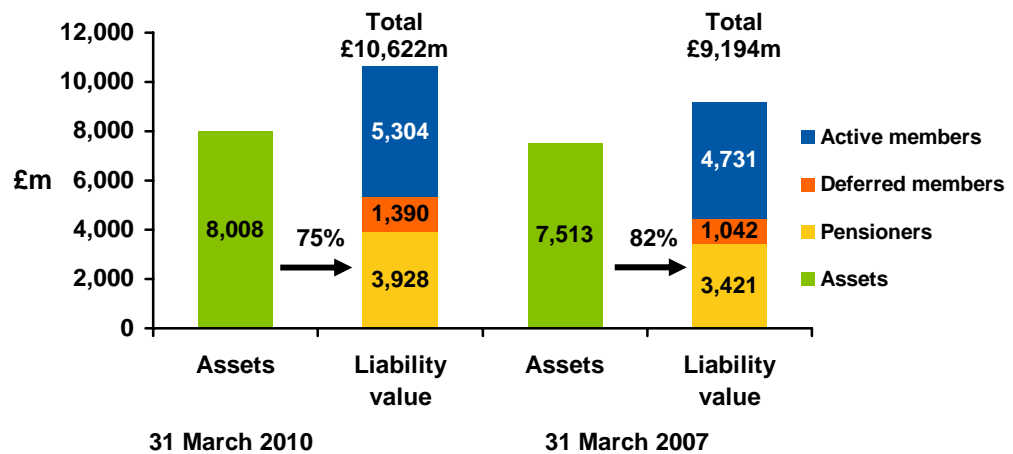
Previous actuarial valuation

- 1.9 The previous actuarial valuation of the Fund was carried out as at 31 March 2007 by ourselves.
- 1.10 At the previous valuation an average employer contribution rate of 16.5% of Pensionable Pay was determined, made up of a normal contribution rate for benefits and expenses of 12.2% plus deficiency recovery contributions of 4.3%. The report on the 2007 actuarial valuation sets out the agreed contribution rates for individual employers for the period 1 April 2008 to 31 March 2011 (the corresponding rates for the year to 31 March 2008 being shown in the 2004 actuarial valuation report). Appendix F includes the amounts of employer contributions which have actually been paid since the last actuarial valuation.



Funding results – funding target

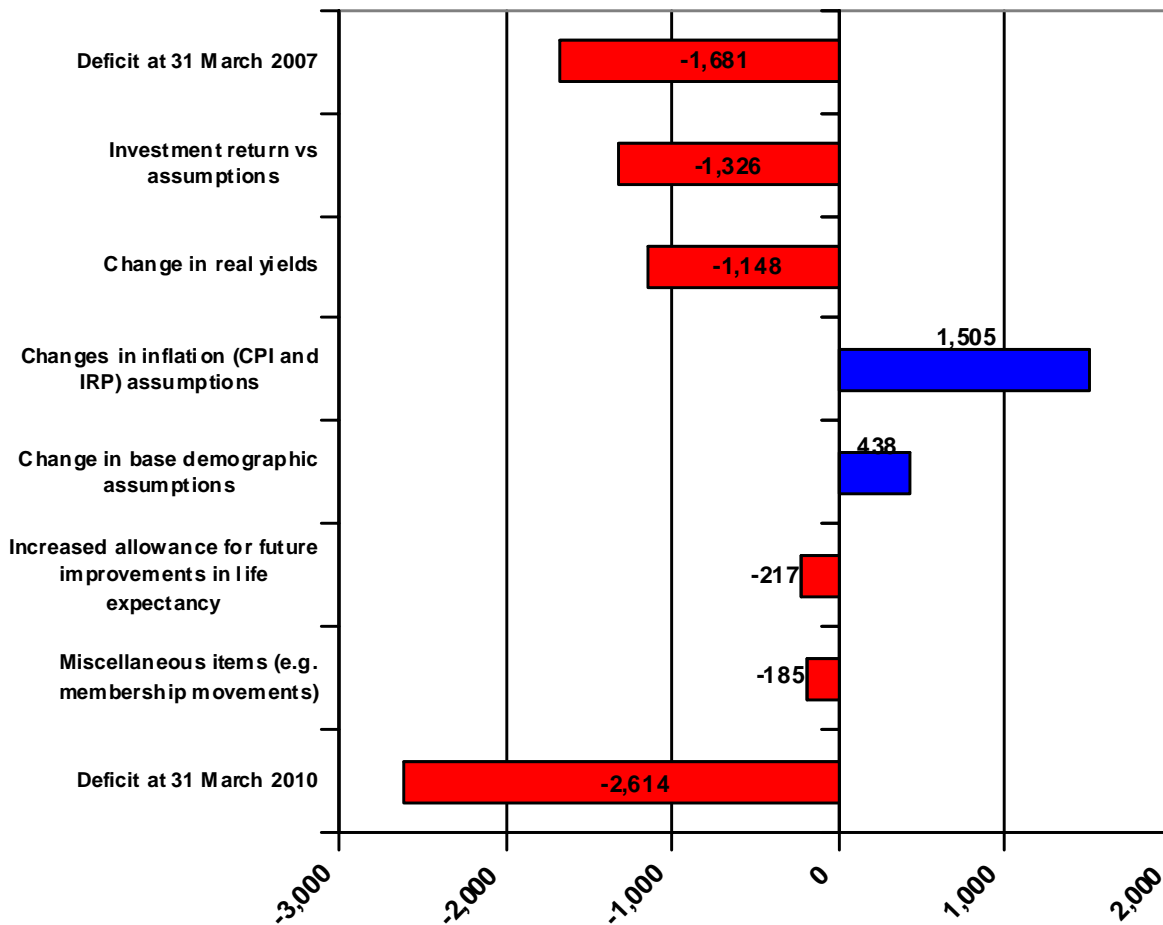
2.1 The market value of the Fund’s assets at the valuation date is compared with the value of the Fund’s past service liabilities (the funding target) below. The funding position at the previous valuation is shown for comparison.



2.2 The shortfall against the funding target at the valuation date was £2,614 million (£1,681 million at 2007). This represents a funding level of 75% relative to the funding target (82% at 2007).

Analysis of change in funding position

2.3 The key factors influencing the change in the value of the liabilities since the previous valuation are shown below (figures in £m):



2.4 The above analysis highlights a number of material developments affecting the Fund since the previous valuation:

- The introduction of an Inflation Risk Premium (IRP) into the determination of the pension increase assumption used for the valuation has offset to a degree the adverse impact of the falls in real yields since the last valuation. Indeed the effect of the IRP in conjunction with the change from RPI to CPI indexation more than offsets the negative impact of the yields change.
- Revision of the base demographic assumptions adopted for the 2010 valuation, specifically base rates of mortality, ill health retirements, and allowance for dependants' benefits, has overall acted to place a lower value on liabilities and so acted to improve the funding position.

- The effect of making increased allowance for future mortality improvements has offset some of the effect of revising the base demographic assumptions.

2.5 It also highlights the key differences between what was assumed at the previous valuation and experience since then:

- Investment returns have been below the level required to keep pace with the assumptions adopted at the previous valuation.

3

Funding results – contribution requirements

- 3.1 This section provides details of the contribution requirements assessed for the Fund as a whole. The contributions payable by the employers for the period 1 April 2011 to 31 March 2014, and the timing and frequency of the contributions, have been certified in Appendices H and I respectively, as is required in accordance with the Administration Regulations.
- 3.2 These contributions have been determined using the funding objective described in Section 1, and are made up of the following elements:
- a contribution to cover the cost of the future service accrual (including death benefits and expenses), known as the “Common Contribution Rate”;
 - an adjustment to address any imbalance of assets relative to the funding target.
 - an allowance of the costs of future early retirements, where applicable.
 - an allowance for the costs of converting unfunded compensatory added years into a funded benefit, where the employer resolves to do so under Regulation 12B of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended) before 31 March 2012.
- 3.3 In practice, each employer’s position is assessed separately. The individual rates shown in Appendix I take into account the differing circumstances of each employer and the funding plan, as laid down in the Funding Strategy Statement, in particular in relation to funding shortfall recovery period, assumed level of investment returns over the deficiency recovery period, and implementation of changes in employer contributions where these are required.

Common Contribution Rate

- 3.4 The table below shows the first of these elements. This cost is calculated as the value of benefits expected to accrue to the membership in respect of one year's service based on projected salaries. To this is added an allowance for expenses. The figures are expressed as percentages of Pensionable Pay (as defined in Appendix H) and apply for the period to the next formal actuarial valuation.

	2010 %	2007 %
Normal contribution rate for retirement and death benefits	18.1	18.4
Allowance for administrative expenses	0.3	0.3
Total normal contribution rate	18.4	18.7
Average member contribution rate	6.5	6.5
Employer normal contribution	11.9	12.2

Contributions to address shortfall

- 3.5 The funding objective is to achieve and maintain a funding level of 100% of liabilities (the funding target). Adopting the same method and assumptions as used for calculating the funding target, the funding shortfall of £2,614 million could be eliminated by an average contribution addition of 6.2% of Pensionable Pay for 25 years. This would imply an average employer contribution rate of 18.1% (16.5% at the previous valuation) of Pensionable Pay.
- 3.6 The Schedule to the Rates and Adjustments Certificate (attached as Appendix I) sets out the contributions for each employer over the three year period to 31 March 2014 towards the shortfall against the funding target. The corresponding figures for 2010/11 are set out in the report on the actuarial valuation of the Fund as at 31 March 2007. Contribution requirements for the period from 1 April 2014 onwards will be revised as part of the next actuarial valuation as at 31 March 2013 and will be confirmed in the Rates and Adjustments Certificate and Schedule accompanying that valuation report.

4

Method and assumptions

Funding method

- 4.1 The funding method adopted is known as the projected unit method under which the salary increases assumed for each member are projected until the member is assumed to leave active service.
- 4.2 Under the projected unit method, if the membership profile remains stable in terms of age and sex, and the assumptions are borne out, then the normal future service contribution rate (as a percentage of salaries) will remain stable. The method therefore implicitly allows for new entrants replacing leavers.
- 4.3 For those employers which are closed to new entrants an alternative method is adopted, known as the attained age method. This method makes advance allowance for the anticipated future ageing of the current closed membership group.
- 4.4 The method as specified above is the same as was used at the previous valuation.

Assumptions

- 4.5 The financial and demographic assumptions used to assess the funding target (as set out in Section 2), the normal cost of benefit accrual and the recovery plan (both discussed in Section 3) are set out in Appendix D. A number of changes have been made to the assumptions used, compared with the previous valuation, as noted below and in Appendix D.
- 4.6 The table below sets out a summary of the market (gilts) yields at the valuation date, implied inflation and inflation adjustment assumptions, together with the equivalent details at the date of the previous valuation:

	31 March 2010	31 March 2007
Long-dated gilt yield	4.5%	4.4%
Long-dated index-linked gilt yield	0.7%	1.3%
Market expectation for long-term inflation (RPI basis)	3.8%	3.1%
Adjustment for Inflation Risk Premium (IRP) and CPI indexation	-0.8%	0.0%
Adjusted CPI inflation	3.0%	n/a

4.7 The assumptions to which the valuation results are particularly sensitive are shown below.

	2010 funding target	2010 normal cost	2007 funding target	2007 normal cost
Investment return pre-retirement	6.5% p.a.	6.75% p.a.	6.4% p.a.	6.5% p.a.
Investment return post-retirement	5.5% p.a.	6.75% p.a.	5.4% p.a.	6.5% p.a.
Salary increases	4.75% p.a.	4.75% p.a.	4.85% p.a.	4.5% p.a.
Pension increases in payment	3.0% p.a.	3.0% p.a.	3.1% p.a.	2.75% p.a.
Retired members' mortality – base tables	CMI Self Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments		PA92 YoB tables +1 year	
Retired members' mortality – future improvements	CMI 2009 model methodology with 1% p.a. long term trend		CMI Medium Cohort model	

4.8 The mortality rates shown above relate to members retiring in normal health. At this valuation, members retiring in ill-health are assumed to be 3 years older than the above tables (5 years older assumed at the 2007 valuation).

4.9 At this valuation, it has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take the standard 3/80ths cash sum. The option which members have to commute part of their pension at retirement in return for a lump sum is a rate of £12 cash for each £1 p.a. of pension given up. This assumption is unchanged from the last actuarial valuation.

- 4.10 The contributions payable under the recovery plan are calculated using the same assumptions as those used to calculate the funding target with, the exception that, during the period of the recovery plan, for certain employers an increased investment return on existing assets and future contributions is assumed, as specified in Appendix D.
- 4.11 As an illustration of the mortality rates adopted for the valuation, the future life expectancies for a male/female at age 65 are shown in the table below:

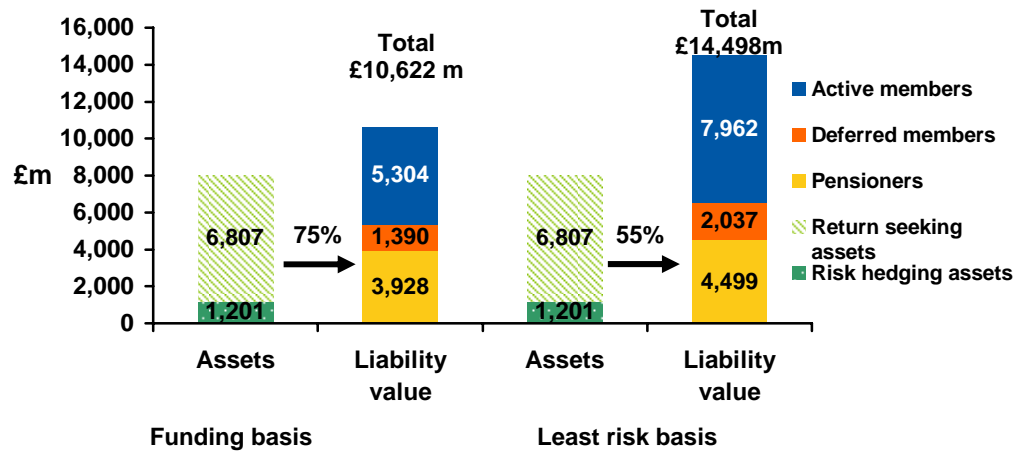
Pensioners life expectancy	Life expectancy currently aged 65	
	2007 valuation	2010 valuation
Males normal health	21.2	21.5
Female normal health	24.1	24.1
Males ill health	17.1	19.1
Female ill health	19.8	21.6
Male dependants	21.2	20.0
Female dependants	24.1	22.9

- 4.12 The basis of valuing the assets (market value) is consistent with the assumptions used in assessing the funding target liabilities and the recovery plan.

5

Least risk funding results

- 5.1 The results of the 2010 valuation show the funding target to be 75% covered by the current assets.
- 5.2 In assessing the value of the Fund's liabilities (the funding target), allowance has been made for asset out-performance as described in Section 4, taking into account the investment strategy adopted by the Fund, as set out in the Fund's Statement of Investment Principles (SIP).
- 5.3 It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected liability outgo. However, it is possible to construct a portfolio which closely matches the liabilities and represents the least risk investment position. Such a portfolio would consist mainly of a mixture of long-term index-linked and fixed interest gilts. Investment of the Fund's assets in line with the least risk portfolio would minimise fluctuations in the Fund's ongoing funding level between successive actuarial valuations.
- 5.4 If, at the valuation date, the Fund had been invested in this portfolio, then in carrying out the valuation it would not be appropriate to make any allowance for out-performance of the Fund investments. On this basis of assessment, the assessed value of the Fund's liabilities at the 2010 valuation would have been significantly higher, by approximately 36% and the declared funding level would be correspondingly reduced to approximately 55%. This is illustrated in the following chart, which also shows the assets of the Fund broken down into return seeking and risk hedging classes, giving a broad indication of the degree to which a risk based investment strategy is being adopted in funding for the liabilities.



- 5.5 On the least risk basis the deficiency is £6,490 million.
- 5.6 Departure from a least risk investment strategy, in particular to include equity and other risk based return seeking investments, gives the prospect that out-performance by the assets will, over time, reduce the contribution requirements. The funding target might in practice therefore be achieved by a range of combinations of funding plan, investment strategy and investment performance.

6

Variability and risks

- 6.1 The employer contributions set out in the Schedule to the Rates and Adjustments Certificate have been determined as described in section 3 of this report. These in turn depend on the financial and demographic assumptions used as described in section 4.
- 6.2 The funding of defined benefits is by its nature uncertain. When actual experience is not in line with the assumptions adopted a surplus or shortfall will emerge at the next actuarial assessment and will require a subsequent contribution adjustment to bring the funding back into line with the target.
- 6.3 It is likely, especially in the short-term, that the assumptions will not be borne out in practice. It is therefore important to consider the potential impact on the employer contribution rates of actual experience differing from what has been assumed. The details in this section do this, based on the valuation results for the Fund as a whole.

Sensitivity to key assumptions

- 6.4 Real investment return, salary increase and life expectancy assumptions impact significantly on the funding position and the following table illustrates the sensitivity to variations in these key assumptions over the long term. The base point is the funding level of 75%. Each row of the table considers one change in isolation, with all other assumptions being unaltered. An equivalent change in the assumption in the opposite direction would change the funding level value by the equivalent amount in the opposite direction.

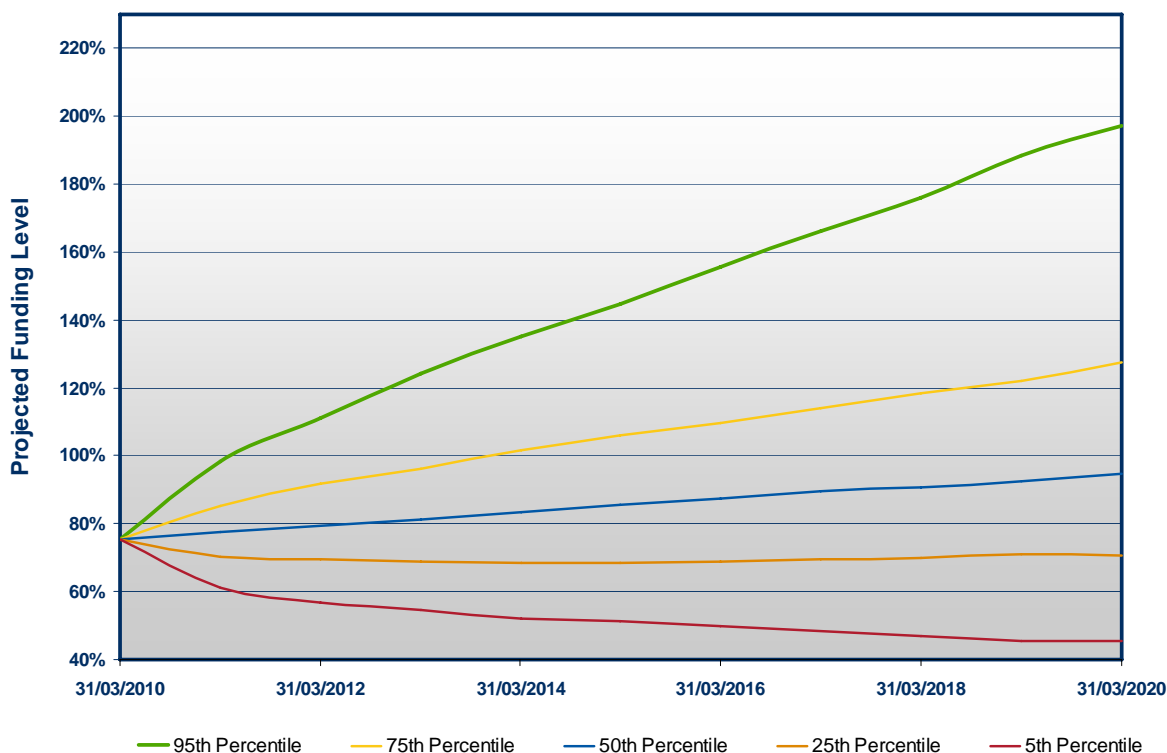
Change in assumption	Revised funding level at 31 March 2010
Pre and post-retirement return reduced by 0.25%	72%
Salary increases increased by 0.25% p.a.	74%
Life expectancy increased by 1 year	73%

- 6.5 Similarly these assumptions impact significantly on the cost of the benefits accruing over the year. The following table illustrates the sensitivity to variations in these key assumptions over the long term. The starting point is the normal contribution rate of 11.9% of Pensionable Pay. Each row of the table considers one change in isolation, with all other assumptions being unaltered. As before, a change in the assumption in the opposite direction would give rise to a change in the employer normal contribution rate of an equivalent amount in the opposite direction.

Change in assumption	Revised employer normal contribution rate at valuation date (% of Pensionable Pay)
Real salary growth increased by 0.25% p.a.	12.4
Life expectancy increased by 1 year	12.1

Funding level sensitivity to investment markets

- 6.6 The chart below shows a “funnel of doubt” funding level graph. This illustrates the range and uncertainty in the future progression of the funding level, relative to the funding target adopted at the valuation, due to possible changes in various risk factors such as investment markets and interest rates.
- 6.7 Using a simplified model, the chart shows the probability of exceeding a certain funding level over a 10 year period from the valuation date. For example, the top line shows the 95th percentile level (i.e. there is a 5% chance of the funding level at each point in time being better than the funding level shown, and a 95% chance of the funding level being lower).
- 6.8 The chart adopts the 2010 actuarial valuation results as a starting point, and allows for the planned contributions into the Fund based on the valuation and funding strategy. The chart assumes median investment returns in line with “best estimate” market expectations and variability of those returns broadly in line with historic experience. It assumes continuation of the Fund’s current investment strategy, over the projection period.



Risks that the funding objective will not be met

- 6.9 The Administering Authority's policy for meeting the funding objective carries a number of risks outside of the Administering Authority's control. The following paragraphs comment on some potentially material risks.
- 6.10 If any employer becomes unable to pay contributions or to make good funding shortfalls in the future, the Fund's assets will be lower than expected and the funding level will be worse than expected. If the reason for the employer not paying the agreed contributions is one of financial difficulties, then the Administering Authority's focus would switch to the need to secure as far as possible that any debt from the employer on it exiting the fund can be recovered. This risk can be mitigated by regular employer covenant review, strengthening of covenant as appropriate, and monitoring of changes in employer covenant. In the ultimate default of an employer any shortfall would then become the responsibility of any guarantor or other employers in the Fund.
- 6.11 If the future investment return on assets falls short of the rates assumed in the calculation of the funding target and recovery plan, the funding position will be worse than expected. It is likely that an increase in future employer contributions will be required. The analysis shown earlier in this section illustrates the potential volatility of contribution rates and funding levels to future investment returns.

- 6.12 If market levels and/or gilt yields change such that the liability values increase by more than the assets, or decrease by less than the assets, the funding position would be worse than expected. An increase in employer contributions would be expected as a result. The same comments would apply if general population mortality studies and analysis of the Fund show that pensioners are living longer, or if improvements in mortality are found to be at a faster rate than allowed for. The analysis shown earlier in this section illustrates the quantitative impact of such changes.
- 6.13 If members make decisions around their options such that those decisions increased the Fund's liabilities (e.g. by not commuting pensions for cash to the extent assumed), the funding position would be worse than expected. As a result, future employer contributions might then need to be increased.
- 6.14 There is a specific investment matching risk that is particularly relevant for the Fund. This is the risk inherent in the predominantly equity-based strategy, such that actual asset out-performance between successive valuations could diverge significantly from the investment return assumptions made, as set out in Appendix D.
- 6.15 As mentioned in Section 5, alternative investment strategies could be followed that would minimise the risk of deterioration in the funding position assessed relative to the funding target, for example by raising the proportion of bond investment. Such a strategy would reduce the risk that changing economic conditions would cause deterioration in the Fund's funding position. It would also tend to produce a more stable contribution rate but at a higher overall level than indicated in Section 3.

Appendix A

Summary of benefits

Local Government Pension Scheme Regulations

The benefits and contributions payable under the Fund are set out in the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended). These regulations have replaced the Regulations as were in force at the previous valuation, except for a number of saved regulations as specified by the Local Government Pension Scheme (Transitional Provisions) Regulations 2008.

With effect from 1 April 2008 new rules were introduced replacing the 1997 scheme, under the provisions of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI2007/1166). The principal changes were: the replacement, for future service, of the existing benefits structure based on a pension of 1/80th of Pensionable Pay for each year of pensionable service plus an automatic lump sum of three times this amount by one based on 1/60th of Pensionable Pay for each year of pensionable service; and an increase in the average level of employee contributions from that date. These changes were taken into account at the 2007 valuation.

The following supplementary Regulations have also been laid in relation to the new scheme:

- The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (SI2008/238)
- The Local Government Pension Scheme (Administration) Regulations 2008 (SI2008/239)
- The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI2009/3150)

The following further amendments to the above Regulations have subsequently been issued:

- The Local Government Pension Scheme (Benefits, Membership and Contributions) (Amendment) Regulations 2011 Statutory Instrument No. 561
- The Local Government Pension Scheme (Miscellaneous) Regulations 2010 Statutory Instrument No. 2090
- The Local Government Pension Scheme (Amendment) Regulations 2010 Statutory Instrument No. 528
- The Local Government Pension Scheme (Miscellaneous) Regulations 2009 Statutory Instrument No. 3150
- The Local Government Pension Scheme (Amendment) Regulations 2009 Statutory Instrument No. 1025
- The Local Government Pension Scheme (Administration) (Amendment) Regulations 2009 Statutory Instrument No. 447
- The Local Government Pension Scheme (Administration) (Amendment) Regulations 2008 Statutory Instrument No. 3245
- The Local Government Pension Scheme (Amendment) (No.2) Regulations 2008 Statutory Instrument No. 2989
- The Local Government Pension Scheme (Miscellaneous) Regulations 2008 Statutory Instrument No. 2425
- The Local Government Pension Scheme (Amendment) Regulations 2008 Statutory Instrument No. 1083 (including amendments as per Correction Slip issued in September 2009)

We have made no allowance for other changes which may be introduced in the future.

The benefits arising from the award of compensatory added years (CAY) of service on premature retirement have been treated as follows:

- The general position is that the CAY benefits (together with associated pension increases) are recharged to the relevant employer. These benefits are therefore excluded from the valuation. However, some employers have opted to discharge their liability in respect of CAY after the valuation date. Where appropriate, the contributions certified in the Rates and Adjustments Certificate allow for the additional costs.

The benefits that will emerge from money purchase AVCs paid by members, and SCAVCs paid by employers, and the corresponding invested assets in respect of these AVCs and SCAVCs, have been excluded from the valuation.

UK and European law requires pension schemes to provide equal benefits to men and women in respect of service after 17 May 1990 (the date of the “Barber” judgement) and this includes providing equal benefits accrued from that date to reflect the differences in GMPs. There is no consensus or legislative guidance as to what adjustments have to be made to scheme benefits to correct these inequalities for ongoing schemes (i.e. for schemes other than those which are in the Pension Protection Fund). The valuation makes no allowance for removal of these inequalities. It is consequently possible that additional funding will be required for equalisation once the law has been clarified. It is recommended that the Administering Authority seek further professional advice if it is concerned about this issue.

The Government announced in June 2010 that the rate of increase and revaluation that applies to pensions in payment and deferment in the LGPS and the other public sector schemes will in future be determined by reference to the Consumer Price Index (CPI) rather than the Retail Prices Index (RPI). Historically, CPI increases have on average been lower than RPI increases and, due to the nature of the two calculations, they are expected to remain so over the long term. The change is expected, therefore, to lead to lower increases to pensions, both in deferment and once in payment. This change has been taken into account in determining the financial assumptions adopted at this valuation.

Appendix B

Summary of membership data

Pensionable Employees

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	105,352	102,702	-2.5
Annual Pensionable Pay ¹ (£ms)	1,682	1,870	11.1
Average Pensionable Pay (£)	15,963	18,208	14.1
Average Age ² (years)	48.4	49.2	N/A
Average Pensionable Service ³ (years)	11.7	12.2	4.3

Notes: 1 – Pensionable Pay figures include actual pay for part-time employees.

2 – Weighted by accrued pension.

3 – Weighted by salary.

Preserved Pensioners*

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	60,574	79,871	31.9
Annual Pensions inclusive of Pension Increase (£ms)	67	91	35.8
Average Pension including Pension Increase (£)	1,106	1,139	3.0
Average Age ² (years)	47.3	48.5	N/A

* including frozen refunds and leaver options pending

Current Pensioners

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	49,347	56,425	14.3
Annual Pensions inclusive of Pension Increase (£ms)	200	246	23.0
Average Pension including Pension Increase (£)	4,043	4,360	7.8
Average Age ² (years)	68.2	68.6	N/A

Current Widow/Widower Pensioners etc.

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	9,127	9,817	7.6
Annual Pensions inclusive of Pension Increase (£ms)	21	24	14.3
Average Pension including Pension Increase (£)	2,334	2,445	3.0
Average Age ² (years)	74.1	75.1	N/A

In addition there were 610 current dependant pensioners as at 31 March 2010 with pensions in payment totalling £1,004,000 per annum.

Appendix C

Distribution of membership by employing bodies

Employer Number	Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
2	Birmingham City Council	35,591	28,259	20,598
3	Coventry City Council	8,299	8,147	6,613
4	Dudley MBC	9,667	5,604	4,509
5	Sandwell MBC	8,408	6,503	6,068
6	Solihull MBC	4,321	4,826	3,068
7	Walsall MBC	7,396	5,539	5,413
8	Wolverhampton City Council	7,274	6,080	6,095
9	CENTRO	315	1,283	3,921
10	Staffordshire and West Midlands Probation Trust	1,282	697	742
11	Age Concern Wolverhampton	8	5	5
13	Valuation Tribunal Service	2	3	5
27	Aston University	1	1	73
28	University Of Warwick	5	8	32
45	Black Country Museum Trust Ltd	30	10	20
47	B.I.D	1	1	2
49	Coventry Law Centre	16	15	4
53	Age Concern Birmingham	1	1	2
54	Wolverhampton Grammar School	1	3	4
55	Chelmsley Wood Town Council	7	4	0
59	Wolverhampton Voluntary Sector Council	18	11	3
76	Fordbridge Parish Council	1	0	2
84	Birmingham City University	1,016	750	357
85	Coventry University	1,080	808	676
86	University Of Wolverhampton	1,280	986	655
103	West Midlands Fire & Civil Defence Authority	576	302	247
110	West Midlands Police Authority	4,497	2,279	1,791
115	University College Birmingham	263	107	42
116	Bournville College of Further Education	172	121	49

Employer Number	Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
119	South Birmingham College	319	245	80
122	Birmingham Metropolitan College	421	291	117
125	Henley College	151	126	41
126	Hereward College	231	176	64
127	Dudley College of Technology	285	280	132
128	Halesowen College	166	107	48
129	Stourbridge College	200	155	62
130	King Edward VI College	49	27	19
131	Sandwell College	243	221	154
132	Solihull College	339	264	127
133	Walsall College	286	195	95
136	Cadbury Sixth Form College	39	21	10
137	Joseph Chamberlain College	65	43	13
141	The Sixth Form College, Solihull	81	55	24
175	Coventry & Solihull Waste Disposal Co.	13	4	30
180	New Park Village Tenant Mgmt Co-operative Ltd	4	0	0
181	Marketing Birmingham Limited	1	3	4
182	Light House Media Centre	3	8	1
187	Family Care Trust	5	2	10
190	Springfield / Horseshoe Housing Management Co-op	1	0	0
192	Beechdale C H A Ltd	14	16	6
193	St. Columba's Church Day Centre	4	2	2
201	Sandwell Community Caring Trust	45	35	31
202	Palfrey Community Association	11	3	0
204	Heart Of England Care	3	7	12
208	The Penderels Trust	3	0	0
213	Adoption Support	1	1	3
214	Bushbury Hill Estate Management Board	5	5	1
215	City College, Birmingham	246	286	106
216	Brownhills Community Association Ltd	2	0	2
217	Smith Wood Parish Council	1	0	0
218	Sickle Cell & Thalassaemia Support Project	3	9	0
219	Coventry Sports Trust LTD	50	45	25
222	West Midlands Local Government Association	96	30	13
224	Optima Community Association	41	37	7
225	Delves East Estate Management Ltd	4	2	2
226	Life Education Centres West Midlands	7	8	1
227	Wolverhampton College	430	359	135
228	Pool Hayes Community Association	1	1	0
230	HOME-START (STOCKLAND GREEN / ERDINGTON)	4	2	0
232	Meriden Parish Council	1	0	1
233	Wildside Activity Centre	2	1	0
236	Whitefriars Housing Group	406	118	117
237	Balsall Parish Council	1	0	0
239	Manor Farm Community Association	1	1	0
240	Bloomsbury Loal Management Organisation	30	4	2

Employer Number	Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
242	Millennium Point Trust	1	2	1
244	Galliford (UK) Ltd	6	1	2
246	Lieutenancy Services (West Midlands) Ltd	2	0	1
247	Home-start Northfield	3	1	0
248	Castle Bromwich Parish Council	3	4	1
253	Serco Limited	270	16	20
257	Wolverhampton Family Information Service Limited	8	7	1
258	Leisure Living Limited	6	3	2
259	Steps to Work (Walsall) Limited	64	41	4
260	Home-Start Walsall	4	1	0
262	Murray Hall Community Trust	26	19	0
264	Black Country Connexions	68	80	4
266	Sandbank Tenant Management Organisation	2	1	1
269	CSW Partnership Ltd	268	137	54
270	City College Coventry	155	209	117
273	Wolverhampton Network Consortium	10	2	1
274	Walsall Housing Group	562	186	179
275	CV One Ltd	52	36	24
276	AMEY Highways Ltd	5	0	2
279	Leamore Residents Association Limited	2	0	2
280	Redcliffe Catering Ltd (Bordesley Green)	3	2	3
282	Northern Housing Consortium Ltd	30	13	1
284	Walsall City Academy Trust Ltd	45	24	6
286	BXL	56	189	83
287	Watmos Community Homes	19	2	1
289	Chuckery Tenant Management Organisation	6	2	1
290	The Museum of British Road Transport (Coventry) Ltd	31	9	9
291	Milbury Community Services	3	0	1
293	West Midlands Transport Information Services Ltd	11	5	5
297	Sandwell Mental Health NHS & Social Care	33	9	7
298	Sunderland ARC Ltd	1	2	
299	Solihull Care Limited	5	24	6
300	Solihull Community Housing	291	106	46
301	Sandwell Leisure Trust	226	54	15
303	Temple Security Limited	1	0	0
305	Grace Academy	153	24	3
306	Pell Frischmann Consultants LTD	3	1	1
307	Sandwell Homes	1,094	173	163
311	Enterprise (AOL) Ltd (Telford & Wrekin)	7	1	3
312	Enterprise (AOL) Ltd (Shrewsbury)	4	2	1
313	Enterprise (AOL) Ltd (Shropshire)	10	4	2
316	Edith Cadbury Nursery School	8	5	0
317	Mitie PFI Limited	2	0	0
318	Wolverhampton Homes	655	126	89
320	Enterprise Managed Services Ltd (Wolverhampton)	11	7	0
321	Walsall Regeneration Company	4	1	0

Employer Number	Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
325	Integral UK Limited	3	0	0
326	Black Country Consortium LTD	21	24	8
327	SuperClean Services	2	1	0
328	Riverside Housing Association LTD	3	0	0
329	MITIE Property Services (UK) Ltd (Birmingham)1	305	39	88
331	Kingshurst Parish Council	1	1	0
332	Service Birmingham Ltd	10	1	0
334	BME United Limited	2	0	0
335	Strand Limited	10	0	0
336	Sandwell Academy	49	12	1
337	Dovecotes Tenants Management Organisation	7	2	0
338	Solihull Care Trust	392	70	59
339	Leisure & Community Partnership LTD	6	1	1
340	Midland Heart LTD - Prev called Focus Housing	9	6	17
341	APCOA Parking (UK) Limited	2	0	1
342	Balfour Beatty Work Place Ltd	20	0	0
343	Regent Office Care Ltd (Whitefriars)	9	0	1
344	British Telecommunications PLC	20	2	0
345	Liberata	21	1	0
346	Regent Office Care Ltd (City College Cov)	5	2	0
347	The Collegiate Academy Trust	153	36	2
348	RM Education PLC	3	1	0
349	APCOA Parking UK Ltd- Solihull	3	0	1
350	Wolverhampton Dev Co	3	0	0
351	Serco Ltd (Stoke CC) wef Feb 08	5	0	0
352	Enterprise Managed Services Ltd (Solihull)	55	1	3
353	Q3 Academy	46	0	0
354	Mears Group PLC	235	4	56
355	Wates Construction Ltd (B'ham)	24	0	2
356	Thomas Vale Construction (B'ham)	31	1	3
357	GF Tomlinson (B'ham) Ltd	34	2	1
358	Willmott Dixon Partnerships Ltd (previously Inspace)	236	5	67
359	Housing 21 Ltd	228	22	21
361	Alliance in Partnership - Camp Hill	1	1	0
362	Titan Partnership Ltd	3	0	0
363	Cov Heritage & Arts Trust	59	3	5
364	Kingshurst Academy	87	2	0
365	RSA Academy	52	0	1
367	BAM Construct	6	0	0
369	Sheffield Community Academy	81	5	3
370	Tarmac Limited	40	1	0
371	Capita IT Services	21	0	0
372	Bespoke Cleaning Services Ltd	17	0	0
373	Sandwell Arts Trust	25	1	1
374	Ormiston Sandwell Community Academy	36	0	1
375	Park Hall Academy	42	1	0

Employer Number	Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
376	City of Wolverhampton Academy Trust	72	2	1
377	Intelligent Career Development	5	0	0
378	Heartlands Academy	18	0	0
379	Shenley Academy	44	0	0
380	Ark Schools - St Albans Academy	43	0	1
381	ACUA Limited	10	2	0
383	NSL Ltd	9	0	0
387	Regent Office Care Ltd (Hereward)	4	0	0
388	KGB Cleaning & Support Services Ltd	3	0	0
	<i>Former Employers with no actives</i>	0	2,540	3,152
	Totals	102,702	79,871	66,852



Appendix D

Actuarial assumptions used

Funding target and recovery plan assumptions

Financial assumptions

Investment return (discount rate)

A yield based on market returns on UK Government gilt stocks and other instruments which reflects a market consistent discount rate for the profile and duration of the Scheme's accrued liabilities, plus an Asset Out-performance Assumption ("AOA") of 2.0% p.a. for the period pre-retirement and 1.0% p.a. post-retirement.

The asset out-performance assumption represents the allowance made, in calculating the funding target, for the long term additional investment performance on the assets of the Fund relative to the yields available on long dated gilt stocks as at the valuation date. The allowance for this out-performance is based on the liability profile of the Scheme, with a higher assumption in respect of the "pre-retirement" (i.e. active and deferred pensioner) liabilities than for the "post-retirement" (i.e. pensioner) liabilities. This approach thereby allows for a gradual shift in the overall equity/bond weighting of the Fund as the liability profile of the membership matures over time.

Individual Employers

Having determined the AOAs as above for the Fund overall, it is important to consider how the financial assumptions in particular impact on individual participating employers. As employers in the Fund will have different mixes of active, deferred and pensioner members, adopting a different pre/post retirement investment return approach is equivalent to hypothecating a different equity/bond mix investment strategy for each employer. Such an approach would be inconsistent with the Fund practice, as set out in the FSS, of allocating investment performance pro rata across all employers based on a "mirror image" investment strategy to the whole Fund (other than for any employers adopting a bespoke investment strategy in accordance with the FSS). In completing the

calculations for individual employers therefore, a single, composite, pre and post retirement asset out-performance assumption of 1.35% p.a. has been calculated which, for the Fund as a whole, gives the same value of the funding target as the separate pre and post retirement AOA's.

Inflation (Consumer Prices Index)

The inflation assumption will be taken to be the investment market's expectation for RPI inflation as indicated by the difference between yields derived from market instruments, principally conventional and index-linked UK Government gilts as at the valuation date, reflecting the profile and duration of the Scheme's accrued liabilities but subject to the following two adjustments.

- An allowance for supply/demand distortions in the bond market is incorporated and
- Due to retirement pensions being increased annually by the change in the Consumer Price Index rather than the Retail Price Index, as announced in June 2010. This change will apply from April 2011 and the assumptions make due allowance for this revision as advised by the Actuary.

The overall reduction to market implied RPI inflation at the valuation date is 0.8% per annum.

Salary increases

The assumption for real salary increases (salary increases in excess of price inflation) will be determined by an allowance of 1.75% p.a. over the CPI inflation assumption as described above. This includes allowance for promotional increases. This has been modified from the assumption at the previous valuation (of 1.75% above the RPI inflation assumption) to reflect future expectations, averaged over the long-term, for real salary increases, and the change in inflation assumption from RPI to CPI.

Pension increases

Increases to pensions are assumed to be in line with the inflation (CPI) assumption described above. The pension increase assumption is modified appropriately to reflect any benefits which are not fully indexed in line with inflation (e.g. Guaranteed Minimum Pensions in respect of service prior to April 1997).

Demographic assumptions

Mortality

The mortality assumptions will be based on the most up-to-date information in relation to self-administered pension schemes published by the Continuous Mortality Investigation CMI, making allowance for future improvements in longevity and the experience of the scheme. The mortality tables used reflect the Fund's membership profile, and are set out in the summary section below. Members who retire on the grounds of ill health are assumed to exhibit average mortality equivalent to that for a good health retiree at an age 3 years older. For all members, it is assumed that the accelerated trend in longevity

seen in recent years will continue in the longer term and as such, the assumptions build in a minimum level of longevity 'improvement' year on year in the future in line with the CMI projections subject to a minimum rate of improvement of 1% per annum.

Early retirement

Some members are entitled to receive their benefits (or a part of their benefits) unreduced from an age prior to the Fund's normal pension age under the "Rule of 85" provisions of the Regulations. This age will be at some point between ages 60 and 65, depending on the length of a member's pensionable service. The calculations in respect of the relevant service to which these terms apply (basically pre April 2008 service but with transitional protections for certain members) allow for a proportion of the active membership to retire in normal health prior to age 65, as set out below.

Age	% retiring per annum	
	Males	Females
60	24	41
61	15	20
62	21	20
63	22	19
64	26	23

For post April 2008 service (other than protected service) the situation is different since the "Rule of 85" rule has been removed (and for post October 2006 service for new entrants to the Scheme from that date). For this service we have assumed the earliest age at which unreduced benefits become an entitlement is 65, except for those members who have protected status under the transitional provisions.

At this valuation, in accordance with the Funding Strategy Statement a reserve has been established for some employers to cover the cost of non-ill health premature retirements (i.e. costs arising from the early payment of Scheme benefits) and the cost of the conversion of historic CAY benefits under Regulation 12B of the Benefit Regulations. The reserves are set out in Appendix I.

Other than for those employers specified in Appendix I, no allowance has been made for non-ill health early retirements prior to the ages specified above. Additional capital contributions will be paid by employers in respect of the cost of these retirements where that exceeds the allowance made.

Ill health retirement

A small proportion of the active membership has been assumed to retire owing to ill health. As an example of the rates assumed, the following is an extract from the decrement table used:

Age	% leaving per annum	
	Males	Females
35	0.03	0.02
45	0.07	0.07
55	0.31	0.27

The proportion of ill health early retirements falling into each tier category, split by males and females, has been assumed to be as set out below:

	Tier 1	Tier 2	Tier 3
Males	72%	9%	19%
Females	73%	14%	13%

Withdrawals

This assumption relates to those members who leave the scheme with an entitlement to a deferred pension or transfer value. It has been assumed that active members will leave the Scheme at the following sample rates:

Age	% leaving per annum	
	Males	Females
25	13.50	14.92
35	3.39	4.18
45	1.69	2.59

Commutation

It has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take the standard 3/80ths cash sum. The option which members have to commute part of their pension at retirement in return for a lump sum is a rate of £12 cash for each £1p.a. of pension given up.

Proportion married/in civil partnership and age difference

It has been assumed that the proportions of members below will on death give rise to a spouse's/civil partner's/dependant's pension, and that spouses/partners of female (male) members are three years older (younger), on average than the member.

Age	% spouse/partner	
	Males	Females
25	45	25
35	45	47
45	54	55

Expenses

Expenses are met out of the Fund, in accordance with the Regulations. This is allowed for by adding 0.3% of Pensionable Pay to the contributions as required from participating employers. This addition is reassessed at each valuation. Investment expenses have been allowed for implicitly in determining the discount rates.

Discretionary Benefits

The costs of any discretion exercised by an employer in order to enhance benefits for a member through the Fund will be subject to additional contributions from the employer as required by the Regulations as and when the event occurs. As a result, no allowance for such discretionary benefits has been made in the valuation.

Assumptions used in calculating the cost of future accrual

The cost of future accrual (the common contribution rate) has been calculated using the same actuarial assumptions as used to calculate the funding target as set out above except that the financial assumptions adopted are as described below.

The financial assumptions for assessing the future service contribution rate should take account of the following points:

- contributions will be invested in market conditions applying at future dates, which are unknown at the effective date of the valuation, and which are not directly linked to market conditions at the valuation date; and
- the future service liabilities for which these contributions will be paid have a longer average duration than the past service liabilities.

The financial assumptions in relation to future service are not specifically linked to investment conditions as at the valuation date itself, and are based on an overall assumed real return (i.e. return in excess of price inflation) of 3.75% per annum, with a long term average assumption for price inflation of 3.0% per annum. These two assumptions give rise to an overall discount rate of 6.75% p.a.

Adopting this approach the future service rate is not subject to variation solely due to different market conditions applying at each successive valuation, which reflects the requirement in the Regulations for stability in the common rate of contributions. In market conditions at the effective date of the 2010 valuation this approach gives rise to a somewhat more optimistic stance in relation to the cost of accrual of future benefits compared to the market related basis used for the assessment of the funding target.

At each valuation the cost of the benefits accrued since the previous valuation will become a past service liability. At that time any mismatch against gilt yields and the asset out-performance assumptions used for the funding target is fully taken into account in assessing the funding position.

Summary of key assumptions used for calculating funding target and cost of future accrual for the 2010 actuarial valuation

Long-term gilt yields	
Fixed interest	4.5% p.a.
Index linked	0.7% p.a.
Past service Funding Target financial assumptions	
Investment return pre-retirement	6.5 % p.a.
Investment return post-retirement	5.5 % p.a.
CPI price inflation	3.0% p.a.
Salary increases	4.75% p.a.
Pension increases	3.0 % p.a.
Future service accrual financial assumptions	
Investment return	6.75% p.a.
CPI price inflation	3.0% p.a.
Salary increases	4.75% p.a.
Pension increases	3.0 % p.a.

Post retirement mortality

	Table	Adjustment*
Males normal health pensioners	S1PMA CMI_2009_M [1%]	103%
Female normal health pensioners	S1PFA CMI_2009_F [1%]	96%
Males ill health pensioners	As for male normal health pensioners +3 years	
Female ill health pensioners	As for female normal health pensioners +3 years	
Male dependants	S1PMA CMI_2009_M [1%]	124%
Female dependants	S1DFA CMI_2009_F [1%]	109%
Male future dependants	S1PMA CMI_2009_M [1%]	108%
Female future dependants	S1DFA CMI_2009_F [1%]	103%

*An **age rating** applied to an actuarial table has the effect of assuming that beneficiaries have a life expectancy equal to those older (or younger) than their actual age.

For example, a “+1 year” rating would mean beneficiaries are assumed to have the mortality of someone one year their senior which has the effect of reducing their life expectancy and hence reducing the assessed value of the corresponding liabilities.

A **weighting** applied to an actuarial table has the effect of increasing or reducing the chance of survival at each age, which increases or reduces the corresponding life expectancy.

For example, a “106%” weighting would mean beneficiaries have mortality rates 6% higher than the unadjusted table which reduces the assessed value of the corresponding liabilities.

Other Demographic assumptions

Pre-retirement mortality	PA92 MC YoB tables + 1 year
Commutation	One half of members take maximum lump sum, others take 3/80ths
Ill health retirement and proportions married/civil partnerships	Revised at the 2010 valuation based on up to date detailed analysis of general LGPS experience
Withdrawal and other demographics	As for 2007 Valuation

Assumptions used in calculating contributions payable under the recovery plan

The contributions payable under the recovery plan are calculated using the same assumptions as those used to calculate the **funding target**, with the exception that, for certain employers, the required contributions are adjusted to allow for the following variation in assumptions during the period of the recovery plan:

Investment return on existing assets and future contributions

An overall additional return of 3.0% p.a. above the liabilities consistent gilt yield of 4.5% p.a. effective as at the valuation date, reflecting the underlying investment strategy of the scheme and, in particular, including the assets of the scheme that underlie the pensioner as well as the non-pensioner liabilities.

This is equivalent to a total rate of investment return of 7.5% p.a. effective as at the 2010 valuation date.

The investment return assumed for the contributions under the recovery plan is taken to apply throughout the recovery period. As a result, any change in investment strategy which would act to reduce the expected future investment returns could invalidate these assumptions and therefore the funding strategy.

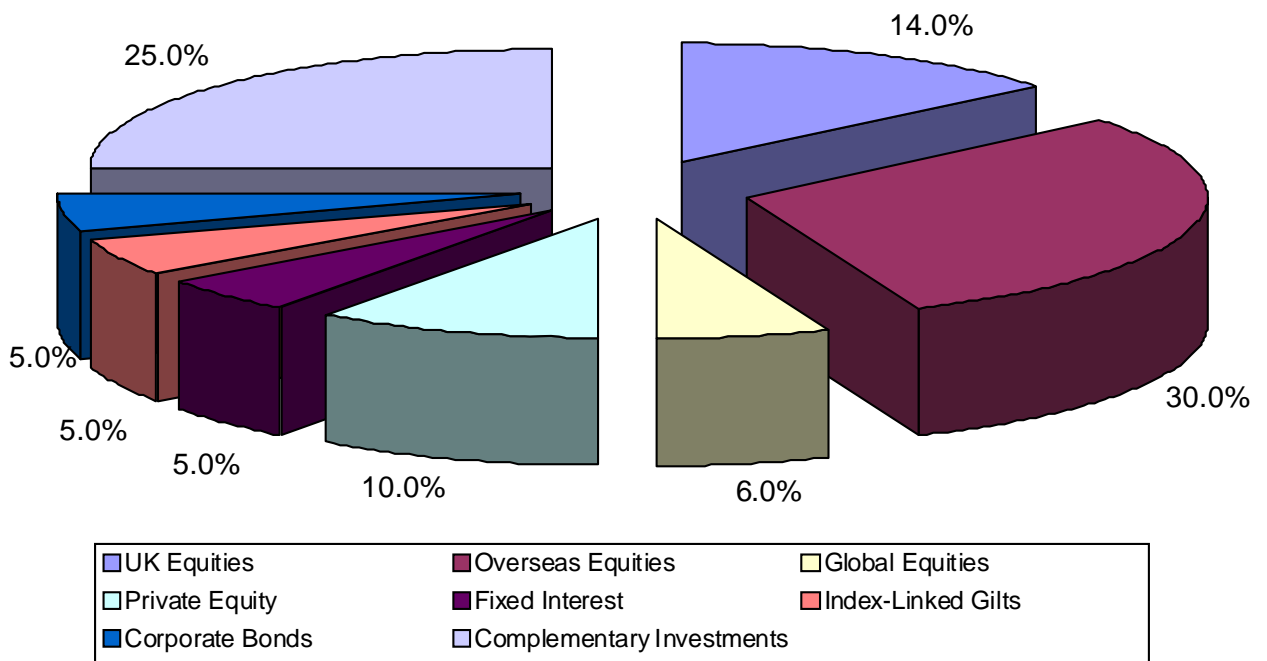
The above variation to assumptions in relation to the recovery plan can only be applied for those employers which the Administering Authority deems to be of sufficiently high covenant to support the anticipation of investment returns, based on the current investment strategy, over the entire duration of the recovery period. No such variation in the assumptions will apply in any case to any employer which does not have a funding shortfall at the valuation (and therefore for which no recovery plan is applicable). Where the variation in the assumptions does apply, the resultant total contribution rate(s) implemented following the 2010 valuation will be subject to a minimum of both:

- the contribution rate(s) originally planned for 2011/12 onwards based on the 2007 actuarial valuation, and
- the normal future service contribution rate for the employer concerned.



Summary of assets

Based on the information supplied, the market value of the assets of the Fund (excluding those additional voluntary contribution funds (AVCs) which are separately invested) was £8,008 million on the valuation date. The target distribution of assets by asset class was as follows:-



The details of the assets at the valuation date and the financial transactions during the inter-valuation period (as summarised in Appendix F) have been obtained from the audited accounts for the Scheme.

Appendix F

Summary of income and expenditure

INCOME	Year ending 31 March			Total
	2008	2009	2010	
	£000s	£000s	£000s	£000s
Fund at beginning of year	7,513,367	7,405,966	6,017,712	7,513,367
Contributions to Fund:				
Employees	103,917	116,959	119,651	340,527
Employers	260,967	279,261	316,555	856,783
Transfer Values received	20,740	18,477	29,251	68,468
Investment income	173,185	139,515	122,847	435,547
Change in market value of investments	-356,022	-1,593,430	1,797,740	-151,712
TOTAL:	7,716,154	6,366,748	8,403,756	9,062,980
EXPENDITURE	Year ending 31 March			Total
	2008	2009	2010	
	£000s	£000s	£000s	£000s
Pensions for members/spouses/partners/dependants	242,592	259,012	279,617	781,221
Lump sum benefits	55,144	70,975	84,146	210,265
Benefits recharged to Employers	-16,284	-17,106	-17,041	-50,431
Refunds on withdrawal	16,327	22,623	36,374	75,324
Transfer values paid	630	1,695	257	2,582
Investment expenses	7,876	7,425	7,301	22,602
Administration expenses	3,903	4,412	5,227	13,542
Fund at end of year	7,405,966	6,017,712	8,007,875	8,007,875
TOTAL:	7,716,154	6,366,748	8,403,756	9,062,980

Appendix G

Experience analysis of the membership of the Fund for the period 1 April 2007 to 31 March 2010

The analysis below compares the actual experience over the 3 year period with the assumptions used for the 2010 valuation.

III Health Retirements

	Actual	Expected	%
Males	265	189	140
Females	416	300	139
Total	681	489	139

In considering the above it should be noted that the introduction of the 2008 scheme included substantial changes to the eligibility criteria for ill health retirement and so the experience over the period is not expected to be representative of that going forward. The ill health assumptions for this 2010 valuation are in accordance with the analysis and advice reported separately to the Administering Authority, based on observed experience across all Mercer LGPS clients.

Withdrawals

	Actual	Expected	%
Males	6,056	2,700	224
Females	15,792	8,269	191
Total	21,848	10,969	199

Note that actual withdrawals include members moving to another LGPS Fund, bulk transfers and also transfers under the special transfer club terms.

Pensioner Deaths

a. Based on amounts of pension payable

	Actual (£000s)	Expected (£000s)	%
Males	11,618	10,512	111
Females	8,043	7,883	102
Total	19,661	18,395	107

b. Based on number of pensions in payment

	Actual	Expected	%
Males	2,479	1,969	126
Females	3,199	2,939	109
Total	5,678	4,908	116

Appendix H

Rates and Adjustments Certificate issued in accordance with Regulation 36 of the Administration Regulations

Name of Fund

West Midlands Pension Fund

Common Contribution Rates

I hereby certify that, in my opinion, the common rate of employers' contributions payable in each year of the period of three years beginning 1 April 2011 should be at the rate of 11.9 per cent of Pensionable Pay.

Individual Employer Contributions

I hereby certify that, in my opinion, the amount of the employers' contributions payable in each year of the period of three years beginning with 1 April 2011, as set out above, should be individually adjusted as set out in the attached schedule.

Regulation 36(8) Statement

I have shown on the attached Schedule for each employer the combined allowance made for non-ill health early retirements over the period of three years beginning 1 April 2011 taken into account when setting this employer's contribution rate and the cost of the conversion of historic CAY benefits under Regulation 12B of the Benefit Regulations. I have assumed that numbers of early retirements and average additional liabilities in respect of those early retirements will be such that, when combined with the cost of CAY conversions, over the period of the certificate, the total additional liabilities in respect of each employer will be as set out in the Schedule. Allowance for ill health retirements has been included in each employer's contribution rate, on the basis of the method and assumptions set out in the report.

Payment of Contributions

Contributions will be payable monthly in arrears with each payment normally being due by the 19th of the following month. Pensionable Pay is pay as determined under the LGPS regulations for the calculation of employee contributions.

For employers where no allowance for non ill-health early retirement costs is included in the valuation a further individual adjustment shall be applied in respect of each non-ill health early retirement occurring in the period of three years covered by this certificate. This further individual adjustment will be calculated in accordance with methods agreed from time to time between the Fund's actuary and the Administering Authority.

The contributions set out in the attached schedule represent the minimum contribution which may be paid by each employer. Additional contributions may be paid if requested by the employer concerned.

Revision of Contributions

The contributions may be varied as agreed by the Actuary and Administering Authority to reflect any changes in contribution requirements as a result of:

- any costs being insured with a third party.
- any transfer of existing deficit from an existing employer to another or new employer
- any other reason as determined jointly by the Actuary and the Administering Authority

Certain employers may be charged alternative contributions at the discretion of the Administering Authority, as noted in paragraph 5.8 of the Funding Strategy Statement. We have not certified any adjustment that might be applied.

Signature



Name

Paul Middleman

Date of signing

31 March 2011

Qualification

Fellow of the Institute and Faculty of Actuaries

Appendix I

Schedule to the Rates and Adjustment Certificate dated 31 March 2011

Employer Number	Employer	2011/12		2012/13		2013/14		Non-ill health early retirement allowance included for the 3 years 2011/14 Amount £	Capitalised cost of converting unfunded CAY included for the 3 years 2011/14 Amount £
		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
2	Birmingham City Council	0.2 plus £26,500,000	12.1 plus £26,500,000	0.2 plus £27,800,000	12.1 plus £27,800,000	0.2 plus £29,100,000	12.1 plus £29,100,000	£45,900,000	0
3	Coventry City Council	0.2 plus £6,300,000	12.1 plus £6,300,000	0.2 plus £6,600,000	12.1 plus £6,600,000	0.2 plus £6,900,000	12.1 plus £6,900,000	£3,000,000	0
4	Dudley MBC	-0.1 plus £5,500,000	11.8 plus £5,500,000	-0.1 plus £5,700,000	11.8 plus £5,700,000	-0.1 plus £6,000,000	11.8 plus £6,000,000	£14,000,000	£6,500,000
5	Sandwell MBC	-0.2 plus £7,500,000	11.7 plus £7,500,000	-0.2 plus £7,900,000	11.7 plus £7,900,000	-0.2 plus £8,300,000	11.7 plus £8,300,000	£3,800,000	0

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		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
6	Solihull MBC	-0.2 plus £4,100,000	11.7 plus £4,100,000	-0.2 plus £4,300,000	11.7 plus £4,300,000	-0.2 plus £4,500,000	11.7 plus £4,500,000	£6,200,000	0
7	Walsall MBC	-0.2 plus £7,700,000	11.7 plus £7,700,000	-0.2 plus £8,000,000	11.7 plus £8,000,000	-0.2 plus £8,400,000	11.7 plus £8,400,000	0	0
8	Wolverhampton City Council	0.3 plus £7,100,000	12.2 plus £7,100,000	0.3 plus £7,400,000	12.2 plus £7,400,000	0.3 plus £7,800,000	12.2 plus £7,800,000	0	£11,500,000
9	CENTRO	-1.1 plus £6,725,000	10.8 plus £6,725,000	-1.1 plus £6,725,000	10.8 plus £6,725,000	-1.1 plus £6,725,000	10.8 plus £6,725,000	0	0
10	National Probation Service for England & Wales (West Midlands)	0.0 plus £1,676,900	11.9 plus £1,676,900	0.0 plus £1,756,600	11.9 plus £1,756,600	0.0 plus £1,840,000	11.9 plus £1,840,000	0	0
11	Age Concern Wolverhampton	tbc	tbc	tbc	tbc	tbc	tbc	0	0
13	Valuation Tribunal Service	0.1 plus £8,600	12.0 plus £8,600	0.1 plus £8,994	12.0 plus £8,994	0.1 plus £9,443	12.0 plus £9,443	0	0
27	Aston University	8.3 plus £64,400	20.2 plus £64,400	8.3 plus £67,400	20.2 plus £67,400	8.3 plus £70,600	20.2 plus £70,600	0	0
28	University Of Warwick	8.2 plus £45,800	20.1 plus £45,800	8.2 plus £48,000	20.1 plus £48,000	8.2 plus £50,300	20.1 plus £50,300	0	0
45	Black Country Museum Trust Ltd	3.5 plus £66,800	15.4 plus £66,800	3.5 plus £69,900	15.4 plus £69,900	3.5 plus £73,300	15.4 plus £73,300	0	0
47	B.I.D	6.1 plus £7,900	18.0 plus £7,900	6.1 plus £8,300	18.0 plus £8,300	6.1 plus £8,700	18.0 plus £8,700	0	0
49	Coventry Law Centre	0.1 plus £10,800	12.0 plus £10,800	0.1 plus £11,300	12.0 plus £11,300	0.1 plus £11,900	12.0 plus £11,900	0	0
53	Age Concern Birmingham	3.8 plus £3,500	15.7 plus £3,500	3.8 plus £3,600	15.7 plus £3,600	3.8 plus £3,800	15.7 plus £3,800	0	0
54	Wolverhampton Grammar School	6.8 plus £22,300	18.7 plus £22,300	6.8 plus £23,300	18.7 plus £23,300	6.8 plus £24,400	18.7 plus £24,400	0	0

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		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
		55	Chelmsley Wood Town Council	4.8 plus £2,500	16.7 plus £2,500	4.8 plus £2,700	16.7 plus £2,700		
59	Wolverhampton Voluntary Sector Council	0.2 plus £8,300	12.1 plus £8,300	0.2 plus £8,600	12.1 plus £8,600	0.2 plus £9,100	12.1 plus £9,100	0	0
76	Fordbridge Parish Council	tbc	tbc	tbc	tbc	tbc	tbc	0	0
84	Birmingham City University	-0.5 plus £511,100	11.4 plus £511,100	-0.5 plus £535,260	11.4 plus £535,260	-0.5 plus £560,712	11.4 plus £560,712	0	0
85	Coventry University	-1.2 plus £792,400	10.7 plus £792,400	-1.2 plus £830,063	10.7 plus £830,063	-1.2 plus £869,482	10.7 plus £869,482	0	0
86	University Of Wolverhampton	-0.5 plus £561,900	11.4 plus £561,900	-0.5 plus £588,593	11.4 plus £588,593	-0.5 plus £616,542	11.4 plus £616,542	0	0
103	West Midlands Fire & Civil Defence Authority	-0.8 plus £505,700	11.1 plus £505,700	-0.8 plus £529,748	11.1 plus £529,748	-0.8 plus £554,893	11.1 plus £554,893	0	0
110	West Midlands Police Authority	-1.6 plus £2,561,500	10.3 plus £2,561,500	-1.6 plus £2,683,141	10.3 plus £2,683,141	-1.6 plus £2,810,642	10.3 plus £2,810,642	0	0
115	University College Birmingham	-0.5 plus £148,100	11.4 plus £148,100	-0.5 plus £155,135	11.4 plus £155,135	-0.5 plus £162,480	11.4 plus £162,480	0	0
116	Bournville College of Further Education	-1.4 plus £178,100	10.5 plus £178,100	-1.4 plus £186,622	10.5 plus £186,622	-1.4 plus £195,431	10.5 plus £195,431	0	0
119	South Birmingham College	-0.1 plus £242,700	11.8 plus £242,700	-0.1 plus £254,210	11.8 plus £254,210	-0.1 plus £266,256	11.8 plus £266,256	0	0
122	Birmingham Metropolitan College	0.7 plus £167,700	12.6 plus £167,700	0.7 plus £175,688	12.6 plus £175,688	0.7 plus £184,024	12.6 plus £184,024	0	0
125	Henley College	0.0 plus £62,700	11.9 plus £62,700	0.0 plus £65,700	11.9 plus £65,700	0.0 plus £68,800	11.9 plus £68,800	0	0
126	Hereward College	-0.3 plus £51,300	11.6 plus £51,300	-0.3 plus £53,702	11.6 plus £53,702	-0.3 plus £56,255	11.6 plus £56,255	0	0
127	Dudley College of Technology	-0.9 plus £122,800	11.0 plus £122,800	-0.9 plus £128,592	11.0 plus £128,592	-0.9 plus £134,677	11.0 plus £134,677	0	0

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128	Halesowen College	-1.4 plus £59,100	10.5 plus £59,100	-1.4 plus £61,921	10.5 plus £61,921	-1.4 plus £64,817	10.5 plus £64,817	0	0
129	Stourbridge College	-0.2 plus £110,800	11.7 plus £110,800	-0.2 plus £115,754	11.7 plus £115,754	-0.2 plus £120,871	11.7 plus £120,871	18,500	0
130	King Edward VI College	1.3 plus £16,100	13.2 plus £16,100	1.3 plus £16,867	13.2 plus £16,867	1.3 plus £17,633	13.2 plus £17,633	0	0
131	Sandwell College	-0.2 plus £235,800	11.7 plus £235,800	-0.2 plus £247,066	11.7 plus £247,066	-0.2 plus £258,773	11.7 plus £258,773	0	0
132	Solihull College	-1.1 plus £128,300	10.8 plus £128,300	-1.1 plus £134,374	10.8 plus £134,374	-1.1 plus £140,748	10.8 plus £140,748	0	0
133	Walsall College	-1.2 plus £202,800	10.7 plus £202,800	-1.2 plus £212,500	10.7 plus £212,500	-1.2 plus £222,600	10.7 plus £222,600	0	0
136	Cadbury Sixth Form College	1.2	13.1	1.2	13.1	1.2	13.1	0	0
137	Joseph Chamberlain College	-2.1 plus £40,000	9.8 plus £40,000	-2.1 plus £41,900	9.8 plus £41,900	-2.1 plus £43,900	9.8 plus £43,900	0	0
141	The Sixth Form College, Solihull	1.1 plus £11,100	13.0 plus £11,100	1.1 plus £11,622	13.0 plus £11,622	1.1 plus £12,179	13.0 plus £12,179	0	0
142	King Edward VI - Birmingham	0.2 plus £10,600	12.1 plus £10,600	0.2 plus £11,096	12.1 plus £11,096	0.2 plus £11,623	12.1 plus £11,623	0	0
143	King Edward VI - Camp Hill Boys	0.2 plus £10,800	12.1 plus £10,800	0.2 plus £11,345	12.1 plus £11,345	0.2 plus £11,884	12.1 plus £11,884	0	0
144	King Edward VI - Camp Hill Girls	0.2 plus £9,300	12.1 plus £9,300	0.2 plus £9,735	12.1 plus £9,735	0.2 plus £10,198	12.1 plus £10,198	0	0
145	King Edward VI - Five Ways	0.2 plus £20,500	12.1 plus £20,500	0.2 plus £21,456	12.1 plus £21,456	0.2 plus £22,475	12.1 plus £22,475	0	0
146	King Edward VI - Handsworth	0.2 plus £17,500	12.1 plus £17,500	0.2 plus £18,298	12.1 plus £18,298	0.2 plus £19,167	12.1 plus £19,167	0	0
175	Coventry & Solihull Waste Disposal Co.	6.2 plus £31,500	18.1 plus £31,500	6.2 plus £32,996	18.1 plus £32,996	6.2 plus £34,538	18.1 plus £34,538	0	0

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180	New Park Village Tenant Mgmt Co-operative Ltd	-0.9 plus £4,200	11.0 plus £4,200	-0.9 plus £4,400	11.0 plus £4,400	-0.9 plus £4,600	11.0 plus £4,600	0	0
181	Marketing Birmingham Limited	-1.5 plus £15,500	10.4 plus £15,500	-1.5 plus £16,300	10.4 plus £16,300	-1.5 plus £17,000	10.4 plus £17,000	0	0
182	Light House Media Centre	-3.2 plus £3,500	8.7 plus £3,500	-3.2 plus £3,700	8.7 plus £3,700	-3.2 plus £3,900	8.7 plus £3,900	0	0
187	Family Care Trust	5.6 plus £6,500	17.5 plus £6,500	5.6 plus £6,800	17.5 plus £6,800	5.6 plus £7,200	17.5 plus £7,200	0	0
190	Springfield / Horseshoe Housing Management Co-op	tbc	tbc	tbc	tbc	tbc	tbc	0	0
192	Beechdale C H A Ltd	3.2 plus £34,700	15.1 plus £34,700	3.2 plus £36,300	15.1 plus £36,300	3.2 plus £38,100	15.1 plus £38,100	0	0
193	St. Columba's Church Day Centre	2.5 plus £2,300	14.4 plus £2,300	2.5 plus £2,400	14.4 plus £2,400	2.5 plus £2,500	14.4 plus £2,500	0	0
201	Sandwell Community Caring Trust	2.0 plus £44,600	13.9 plus £44,600	2.0 plus £46,700	13.9 plus £46,700	2.0 plus £49,000	13.9 plus £49,000	0	0
202	Palfrey Community Association	2.6 plus £2,200	14.5 plus £2,200	2.6 plus £2,300	14.5 plus £2,300	2.6 plus £2,400	14.5 plus £2,400	0	0
204	Heart Of England Care	8.2 plus £19,300	20.1 plus £19,300	8.2 plus £20,200	20.1 plus £20,200	8.2 plus £21,200	20.1 plus £21,200	0	0
208	The Penderels Trust	6.2 plus £10,400	18.1 plus £10,400	6.2 plus £10,900	18.1 plus £10,900	6.2 plus £11,400	18.1 plus £11,400	0	0
213	Adoption Support	tbc	tbc	tbc	tbc	tbc	tbc	0	0
214	Bushbury Hill Estate Management Board	-1.5 plus £6,600	10.4 plus £6,600	-1.5 plus £7,000	10.4 plus £7,000	-1.5 plus £7,300	10.4 plus £7,300	0	0
215	City College, Birmingham	-0.2 plus £43,800	11.7 plus £43,800	-0.2 plus £45,889	11.7 plus £45,889	-0.2 plus £48,059	11.7 plus £48,059	0	0
216	Brownhills Community Association Ltd	6.2 plus £3,700	18.1 plus £3,700	6.2 plus £3,900	18.1 plus £3,900	6.2 plus £4,100	18.1 plus £4,100	0	0

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		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
		217	Smith Wood Parish Council	tbc	tbc	tbc	tbc		
218	Sickle Cell & Thalassaemia Support Project	-3.1 plus £1,700	8.8 plus £1,700	-3.1 plus £1,800	8.8 plus £1,800	-3.1 plus £1,900	8.8 plus £1,900	0	0
219	Coventry Sports Trust LTD	0.6 plus £38,200	12.5 plus £38,200	0.6 plus £40,000	12.5 plus £40,000	0.6 plus £41,900	12.5 plus £41,900	0	0
222	West Midlands Local Government Association	-1.6 plus £207,700	10.3 plus £207,700	-1.6 plus £217,600	10.3 plus £217,600	-1.6 plus £227,900	10.3 plus £227,900	0	0
224	Optima Community Association	2.3 plus £105,600	14.2 plus £105,600	2.3 plus £110,600	14.2 plus £110,600	2.3 plus £116,900	14.2 plus £116,900	0	0
225	Delves East Estate Management Ltd	6.7 plus £6,800	18.6 plus £6,800	6.7 plus £7,100	18.6 plus £7,100	6.7 plus £7,500	18.6 plus £7,500	0	0
226	Life Education Centres West Midlands	0.2 plus £3,800	12.1 plus £3,800	0.2 plus £4,000	12.1 plus £4,000	0.2 plus £4,200	12.1 plus £4,200	0	0
227	Wolverhampton College	-0.2 plus £110,800	11.7 plus £110,800	-0.2 plus £116,036	11.7 plus £116,036	-0.2 plus £121,553	11.7 plus £121,553	0	0
228	Pool Hayes Community Association	-2.9 plus £1,400	9.0 plus £1,400	-2.9 plus £1,400	9.0 plus £1,400	-2.9 plus £1,500	9.0 plus £1,500	0	0
230	HOME-START (STOCKLAND GREEN / ERDINGTON)	tbc	tbc	tbc	tbc	tbc	tbc	0	0
232	Meriden Parish Council	-1.7	10.2	-1.7	10.2	-1.7	10.2	0	0
233	Wildside Activity Centre	tbc	tbc	tbc	tbc	tbc	tbc	0	0
236	Whitefriars Housing Group	1.0 plus £555,500	12.9 plus £555,500	1.0 plus £581,900	12.9 plus £581,900	1.0 plus £609,500	12.9 plus £609,500	0	0
237	Balsall Parish Council	tbc	tbc	tbc	tbc	tbc	tbc	0	0
239	Manor Farm Community Association	-0.4 plus £3,300	11.5 plus £3,300	-0.4 plus £3,500	11.5 plus £3,500	-0.4 plus £3,600	11.5 plus £3,600	0	0

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240	Bloomsbury Local Management Organisation	1.6 plus £7,400	13.5 plus £7,400	1.6 plus £7,800	13.5 plus £7,800	1.6 plus £8,200	13.5 plus £8,200	0	0
242	Millennium Point Trust	-2.3 plus £3,000	9.6 plus £3,000	-2.3 plus £3,200	9.6 plus £3,200	-2.3 plus £3,300	9.6 plus £3,300	0	0
244	Galliford (UK) Ltd	5.9 plus £3,100	17.8 plus £3,100	5.9 plus £3,200	17.8 plus £3,200	5.9 plus £3,400	17.8 plus £3,400	0	0
246	Lieutenancy Services (West Midlands) Ltd	8.2 plus £3,900	20.1 plus £3,900	8.2 plus £4,100	20.1 plus £4,100	8.2 plus £4,300	20.1 plus £4,300	0	0
247	Home-start Northfield	tbc	tbc	tbc	tbc	tbc	tbc	0	0
248	Castle Bromwich Parish Council	1.9 plus £1,100	13.8 plus £1,100	1.9 plus £1,100	13.8 plus £1,100	1.9 plus £1,200	13.8 plus £1,200	0	0
253	Serco Limited	-0.7	11.2	-0.7	11.2	-0.7	11.2	0	0
257	Wolverhampton Family Information Service Limited	-2.3 plus £3,900	9.6 plus £3,900	-2.3 plus £4,000	9.6 plus £4,000	-2.3 plus £4,200	9.6 plus £4,200	0	0
258	Leisure Living Limited	5.4 plus £2,700	17.3 plus £2,700	5.4 plus £2,800	17.3 plus £2,800	5.4 plus £3,000	17.3 plus £3,000	0	0
259	Steps to Work (Walsall) Limited	-1.9 plus £29,700	10.0 plus £29,700	-1.9 plus £31,200	10.0 plus £31,200	-1.9 plus £32,600	10.0 plus £32,600	0	0
260	Home-Start Walsall	3.1 plus £800	15.0 plus £800	3.1 plus £900	15.0 plus £900	3.1 plus £900	15.0 plus £900	0	0
262	Murray Hall Community Trust	-2.0 plus £10,200	9.9 plus £10,200	-2.0 plus £10,700	9.9 plus £10,700	-2.0 plus £11,200	9.9 plus £11,200	0	0
266	Sandbank Tenant Management Organisation	tbc	tbc	tbc	tbc	tbc	tbc	0	0
269	CSW Partnership Ltd	0.6 plus £358,900	12.5 plus £358,900	0.6 plus £376,000	12.5 plus £376,000	0.6 plus £393,800	12.5 plus £393,800	0	0
270	City College Coventry	0.1 plus £99,500	12.0 plus £99,500	0.1 plus £104,228	12.0 plus £104,228	0.1 plus £109,211	12.0 plus £109,211	0	0

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		273	Wolverhampton Network Consortium	0.8 plus £14,100	12.7 plus £14,100	0.8 plus £14,800	12.7 plus £14,800		
274	Walsall Housing Group	-4.7	7.2	-4.7	7.2	-4.7	7.2	0	0
275	CV One Ltd	1.2 plus £65,000	13.1 plus £65,000	1.2 plus £68,100	13.1 plus £68,100	1.2 plus £71,400	13.1 plus £71,400	0	0
276	AMEY Highways Ltd	4.3 plus £6,000	16.2 plus £6,000	4.3 plus £6,300	16.2 plus £6,300	4.3 plus £6,600	16.2 plus £6,600	0	0
279	Leamore Residents Association Limited	-1.4 plus £4,400	10.5 plus £4,400	-1.4 plus £4,600	10.5 plus £4,600	-1.4 plus £4,800	10.5 plus £4,800	0	0
280	Redcliffe Catering Ltd (Bordesley Green)	-1.2	10.7	-1.2	10.7	-1.2	10.7	0	0
282	Northern Housing Consortium Ltd	-2.1 plus £30,700	9.8 plus £30,700	-2.1 plus £32,100	9.8 plus £32,100	-2.1 plus £33,700	9.8 plus £33,700	0	0
284	Walsall City Academy Trust Ltd	-0.1	11.8	-0.1	11.8	-0.1	11.8	0	0
286	BXL	1.7 plus £222,300	13.6 plus £222,300	1.7 plus £232,900	13.6 plus £232,900	1.7 plus £243,900	13.6 plus £243,900	0	0
287	Watmos Community Homes	-1.0	10.9	-1.0	10.9	-1.0	10.9	0	0
289	Chuckery Tenant Management Organisation	0.3	12.2	0.3	12.2	0.3	12.2	0	0
290	The Museum of British Road Transport (Coventry) Ltd	0.4 plus £2,000	12.3 plus £2,000	0.4 plus £2,100	12.3 plus £2,100	0.4 plus £2,200	12.3 plus £2,200	0	0
291	Voyage Care Ltd formerly Milbury Community Services	0.1	12.0	0.1	12.0	0.1	12.0	0	0
293	West Midlands Transport Information Services Ltd	2.0	13.9	2.0	13.9	2.0	13.9	0	0

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		297	Sandwell Mental Health NHS & Social Care	2.6 plus £13,700	14.5 plus £13,700	2.6 plus £14,300	14.5 plus £14,300		
299	Solihull Care Limited	6.0 plus £5,800	17.9 plus £5,800	6.0 plus £6,000	17.9 plus £6,000	6.0 plus £6,300	17.9 plus £6,300	0	0
300	Solihull Community Housing	0.1	12.0	0.1	12.0	0.1	12.0	0	0
301	Sandwell Leisure Trust	-2.5 plus £2,500	9.4 plus £2,500	-2.5 plus £2,600	9.4 plus £2,600	-2.5 plus £2,800	9.4 plus £2,800	0	0
303	Temple Security Limited	7.3	19.2	7.3	19.2	7.3	19.2	0	0
305	Grace Academy	-0.8 plus £3,300	11.1 plus £3,300	-0.8 plus £3,457	11.1 plus £3,457	-0.8 plus £3,627	11.1 plus £3,627	0	0
306	Pell Frischmann Consultants LTD	5.2 plus £500	17.1 plus £500	5.2 plus £600	17.1 plus £600	5.2 plus £600	17.1 plus £600	0	0
307	Sandwell Homes	0.4 plus £103,600	12.3 plus £103,600	0.4 plus £108,530	12.3 plus £108,530	0.4 plus £113,683	12.3 plus £113,683	0	0
311	Enterprise (AOL) Ltd (Telford & Wrekin)	5.0 plus £23,100	16.9 plus £23,100	5.0 plus £24,200	16.9 plus £24,200	5.0 plus £25,300	16.9 plus £25,300	0	0
312	Enterprise (AOL) Ltd (Shrewsbury)	17.8 plus £1,100	29.7 plus £1,100	17.8 plus £1,100	29.7 plus £1,100	17.8 plus £1,200	29.7 plus £1,200	0	0
313	Enterprise (AOL) Ltd (Shropshire)	17.0 plus £3,200	28.9 plus £3,200	17.0 plus £3,400	28.9 plus £3,400	17.0 plus £3,600	28.9 plus £3,600	0	0
316	Edith Cadbury Nursery School	0.5 plus £900	12.4 plus £900	0.5 plus £900	12.4 plus £900	0.5 plus £1,000	12.4 plus £1,000	0	0
317	Mitie PFI Limited	4.7	16.6	4.7	16.6	4.7	16.6	0	0
318	Wolverhampton Homes	0.1 plus £223,100	12.0 plus £223,100	0.1 plus £233,700	12.0 plus £233,700	0.1 plus £244,800	12.0 plus £244,800	0	0
320	Enterprise PLC	0.1 plus £2,400	12.0 plus £2,400	0.1 plus £2,500	12.0 plus £2,500	0.1 plus £2,700	12.0 plus £2,700	0	0
325	Integral UK Limited	7.0	18.9	7.0	18.9	7.0	18.9	0	0

Employer Number	Employer	2011/12		2012/13		2013/14		Non-ill health early retirement allowance included for the 3 years 2011/14 Amount £	Capitalised cost of converting unfunded CAY included for the 3 years 2011/14 Amount £
		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
326	Black Country Consortium LTD	-2.2 plus £2,600	9.7 plus £2,600	-2.2 plus £2,700	9.7 plus £2,700	-2.2 plus £2,800	9.7 plus £2,800	0	0
328	Riverside Housing Association LTD	1.6	13.5	1.6	13.5	1.6	13.5	0	0
331	Kingshurst Parish Council	tbc	tbc	tbc	tbc	tbc	tbc	0	0
332	Service Birmingham Ltd	2.4 plus £10,600	14.3 plus £10,600	2.4 plus £11,200	14.3 plus £11,200	2.4 plus £11,700	14.3 plus £11,700	0	0
334	BME United Limited	tbc	tbc	tbc	tbc	tbc	tbc	0	0
336	Sandwell Academy	-1.3 plus £700	10.6 plus £700	-1.3 plus £735	10.6 plus £735	-1.3 plus £770	10.6 plus £770	0	0
337	Dovecotes Tenants Management Organisation	-1.2 plus £2,500	10.7 plus £2,500	-1.2 plus £2,600	10.7 plus £2,600	-1.2 plus £2,700	10.7 plus £2,700	0	0
339	Leisure & Community Partnership LTD	2.1 plus £500	14.0 plus £500	2.1 plus £500	14.0 plus £500	2.1 plus £600	14.0 plus £600	0	0
340	Midland Heart LTD - Prev called Focus Housing	1.5 plus £2,200	13.4 plus £2,200	1.5 plus £2,300	13.4 plus £2,300	1.5 plus £2,400	13.4 plus £2,400	0	0
341	APCOA Parking (UK) Limited	2.2	14.1	2.2	14.1	2.2	14.1	0	0
342	Balfour Beatty Workplace Ltd (Coventry)	2.2 plus £4,500	14.1 plus £4,500	2.2 plus £4,700	14.1 plus £4,700	2.2 plus £4,900	14.1 plus £4,900	0	0
344	British Telecommunications PLC	-2.4 plus £6,500	9.5 plus £6,500	-2.4 plus £6,900	9.5 plus £6,900	-2.4 plus £7,200	9.5 plus £7,200	0	0
345	Liberata	-2.5 plus £2,400	9.4 plus £2,400	-2.5 plus £2,500	9.4 plus £2,500	-2.5 plus £2,600	9.4 plus £2,600	0	0
347	The Collegiate Academy Trust	-1.7 plus £16,100	10.2 plus £16,100	-1.7 plus £16,864	10.2 plus £16,864	-1.7 plus £17,627	10.2 plus £17,627	0	0
348	RM Education PLC	2.1	14.0	2.1	14.0	2.1	14.0	0	0

Employer Number	Employer	2011/12		2012/13		2013/14		Non-ill health early retirement allowance included for the 3 years 2011/14 Amount £	Capitalised cost of converting unfunded CAY included for the 3 years 2011/14 Amount £
		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
		349	APCOA Parking UK Ltd-Solihull	2.2 plus £300	14.1 plus £300	2.2 plus £300	14.1 plus £300		
352	Enterprise Managed Services (Solihull)	1.4	13.3	1.4	13.3	1.4	13.3	0	0
353	Q3 Academy	-2.3	9.6	-2.3	9.6	-2.3	9.6	0	0
354	Mears Group PLC	-1.4	10.5	-1.4	10.5	-1.4	10.5	0	0
355	Wates Construction Ltd (B'ham)	-0.3	11.6	-0.3	11.6	-0.3	11.6	0	0
356	Thomas Vale Construction (B'ham)	-2.3	9.6	-2.3	9.6	-2.3	9.6	0	0
357	GF Tomlinson (B'ham) Ltd	-3.6	8.3	-3.6	8.3	-3.6	8.3	0	0
358	Willmott Dixon Partnerships Ltd (previously Inspace)	-3.4	8.5	-3.4	8.5	-3.4	8.5	0	0
359	Housing 21 Ltd	3.4	15.3	3.4	15.3	3.4	15.3	0	0
361	Alliance in Partnership - Camp Hill	-9.2	2.7	-9.2	2.7	-9.2	2.7	0	0
362	Titan Partnership Ltd	15.9	27.8	15.9	27.8	15.9	27.8	0	0
363	Cov Heritage & Arts Trust	-1.2	10.7	-1.2	10.7	-1.2	10.7	0	0
364	Kingshurst Academy	-1.0	10.9	-1.0	10.9	-1.0	10.9	0	0
365	RSA Academy	-2.6	9.3	-2.6	9.3	-2.6	9.3	0	0
367	BAM Construct	1.5	13.4	1.5	13.4	1.5	13.4	0	0
369	Sheffield Community Academy	-0.7 plus £55,000	11.2 plus £55,000	-0.7 plus £57,600	11.2 plus £57,600	-0.7 plus £60,300	11.2 plus £60,300	0	0
370	Tarmac Limited	-8.8	3.1	-8.8	3.1	-8.8	3.1	0	0
371	Capita IT Services	-3.8	8.1	-3.8	8.1	-3.8	8.1	0	0
372	Bespoke Cleaning Services Ltd	-2.7	9.2	-2.7	9.2	-2.7	9.2	0	0

Employer Number	Employer	2011/12		2012/13		2013/14		Non-ill health early retirement allowance included for the 3 years 2011/14 Amount £	Capitalised cost of converting unfunded CAY included for the 3 years 2011/14 Amount £
		Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay	Individual Adjustment % of pay	Total Contribution Rate % of pay		
		373	Sandwell Arts Trust	-2.2	9.7	-2.2	9.7		
374	Ormiston Sandwell Community Academy	-0.4 plus £17,500	11.5 plus £17,500	-0.4 plus £18,317	11.5 plus £18,317	-0.4 plus £19,202	11.5 plus £19,202	0	0
375	Park Hall Academy	0.3 plus £13,600	12.2 plus £13,600	0.3 plus £14,294	12.2 plus £14,294	0.3 plus £14,931	12.2 plus £14,931	0	0
376	City of Wolverhampton Academy Trust	-1.0 plus £26,800	10.9 plus £26,800	-1.0 plus £28,073	10.9 plus £28,073	-1.0 plus £29,413	10.9 plus £29,413	0	0
378	Heartlands Academy	0.9 plus £12,100	12.8 plus £12,100	0.9 plus £12,698	12.8 plus £12,698	0.9 plus £13,297	12.8 plus £13,297	0	0
379	Shenley Academy	1.0 plus £30,300	12.9 plus £30,300	1.0 plus £31,769	12.9 plus £31,769	1.0 plus £33,299	12.9 plus £33,299	0	0
380	ARK Academies	0.3 plus £27,300	12.2 plus £27,300	0.3 plus £28,600	12.2 plus £28,600	0.3 plus £30,000	12.2 plus £30,000	0	0
381	ACUA Limited	-1.9	10.0	-1.9	10.0	-1.9	10.0	0	0
383	NSL Ltd	-4.6	7.3	-4.6	7.3	-4.6	7.3	0	0
387	Regent Office Care Ltd (Hereward)	2.7	14.6	2.7	14.6	2.7	14.6	0	0
388	KGB Cleaning & Support Services Ltd	3.5	15.4	3.5	15.4	3.5	15.4	0	0
396	E-ACT North Birmingham Academy	tbc	tbc	tbc	tbc	tbc	tbc	0	0

Other interested bodies with no pensionable employees

Former Employers	Proportion of Pension Increases to be Recharged %
Cannon Hill Trust Ltd, Birmingham	70
Midlands Housing Consortium	100
Selly Oak Nursery School, Birmingham	100
St Basil's Centre, Birmingham	100
St Peter's College, Saltley, Birmingham	100
West Midlands Children's Regional Planning Committee	100
TSB Bank plc (ex-Birmingham Municipal Bank)	100
Coventry Voluntary Service Council	100
Moseley & District Community Housing Association Ltd	100
Department of Transport	100
Department of Social Security	100
Severn Trent Water Authority	100
MSA Mids People Cerebral Palsy	15
Area Health Authority	100

The following employers exited the Fund during 2010/1. Termination assessments will be required and any additional contributions required will be notified separately:

Former Employers
Sunderland ARC Ltd
Walsall Regeneration Company
MITIE Property Services (UK) Ltd (Birmingham)
Solihull Care Trust
Regent Office Care Ltd (City College Coventry)
Wolverhampton Development Company
Serco Ltd (Stoke CC)
Intelligent Career Development
West Midlands Fire & Rescue Services Regional Control Centre

MERCER

Argentina

Australia

Austria

Belgium

Brazil

Canada

Chile

China

Colombia

Czech Republic

Denmark

Finland

France

Germany

Hong Kong

India

Indonesia

Ireland

Italy

Japan

Malaysia

Mexico

Netherlands

New Zealand

Norway

Philippines

Poland

Portugal

Saudi Arabia

Singapore

South Korea

Spain

Sweden

Switzerland

Taiwan

Thailand

Turkey

United Arab Emirates

United Kingdom

United States

Venezuela

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