

# Strathclyde Pension Fund

Actuarial valuation report as at 31 March 2020

26 March 2021

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## Executive summary

We have carried out an actuarial valuation of the Strathclyde Pension Fund as at 31 March 2020. The results are presented in this report and are summarised below.

### Funding position

The table below summarises the reported funding position of the Fund as at 31 March 2017 and 31 March 2020.

Valuation Date	31 March 2017	31 March 2020
Past Service Liabilities	18,761	19,744
Market Value of Assets	19,699	20,941
Surplus / (Deficit)	939	1,197
Funding Level	105%	106%

Although the funding level is similar to the last valuation, the value of the assets and liabilities have both grown significantly over the 3 year period. The underlying changes in market conditions and actuarial assumptions that have led to the funding position above are set out in more details in section 3.

### Contribution rates

The table below summarises the whole fund Primary and Secondary contribution rates at this triennial valuation:

	Last Valuation 31 March 2017		This Valuation 31 March 2020	
	Primary Rate (% of pay)	27.1%		26.7%
Secondary Rate (£)	2018/19	-7.5%	2021/22	-7.1%
	2019/20	-7.5%	2022/23	-7.1%
	2020/21	-7.5%	2023/24	-7.1%

Similar to the reported funding position movement, the average total employer contribution rate has remained stable when compared to the 2017 valuation of the Fund. However, changes to funding positions and contribution rates for individual employers have been more variable.

The minimum contributions to be paid by each employer from 1 April 2021 to 31 March 2024 to are shown in the Rates and Adjustment Certificate in Appendix 3.

# 1 Introduction

## Background to the actuarial valuation

We have been commissioned by Glasgow City Council (“the Administering Authority”) to carry out an actuarial valuation of the Strathclyde Pension Fund (“the Fund”) as at 31 March 2020 as required under Regulation 60 of the Local Government Pension Scheme (Scotland) Regulations 2018 (“the Regulations”).

The actuarial valuation is a risk management exercise with the purpose of reviewing the current funding plans and setting contribution rates for the Fund’s participating employers for the period from 1 April 2021 to 31 March 2024. This report summarises the outcomes of the valuation and the underlying advice provided to the Administering Authority throughout the valuation process.

This summary report is the culmination of other communications in relation to the valuation, in particular:

- Our [2020 valuation toolkit](#) which sets out the methodology used when reviewing funding plans;
- Our Initial Results Report dated October 2020 which outlines the whole fund results and inter-valuation experience; and
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members.

## Reliances and limitations

This report has been prepared for the sole use of Glasgow City Council in its role as Administering Authority of the Fund to provide an actuarial valuation of the Fund as required under the Regulations. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it. Hymans Robertson LLP is the owner of all intellectual property rights in this report. All such rights are reserved.

The totality of our advice complies with the Regulations as they relate to actuarial valuations. The following Technical Actuarial Standards<sup>1</sup> are applicable in relation to this report and have been complied with where material:

- TAS 100 – Principles for technical actuarial work;
- TAS 300 – Pensions.

## Use of this report by other parties

This report is addressed to the Administering Authority of the Fund only. We appreciate that other parties may also seek information about the 2020 valuation process and methodology. For further information, we would encourage such parties to refer to the Fund’s Funding Strategy Statement, Statement of Investment Principles and published meeting papers and minutes of the Fund’s Pensions Committee. Considering these papers alongside this valuation report will provide a more complete view of the Fund’s funding strategy and decision-making process surrounding this. These documents are available on the Fund’s website.

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<sup>1</sup> Technical Actuarial Standards (TASs) are issued by the Financial Reporting Council (FRC) and set standards for certain items of actuarial work.

## 2 Valuation approach

### Employer contribution rates

The purpose of the valuation is to review the current funding strategy and ensure the Fund has a contribution plan and investment strategy in place that will enable it to pay members' benefits as they fall due.

Valuations for open defined benefit multi-employer pension funds such as the Strathclyde Pension Fund are complex. Firstly, the time horizons are very long; benefits earned in the LGPS today will be paid out over a period of the next 80 years or more, and new members will continue to join in the future. Secondly, as they depend on unknowns such as future inflation and life expectancy, the actual value of future benefit payments is uncertain. Finally, to keep contributions affordable, the Fund invests in return-seeking assets which have higher levels of future volatility.

Given the above and that the future cannot be predicted with certainty, employer contribution rates can only ever be an estimate. However, the valuation approach adopted uses an understanding of the Fund, and the uncertainties and risks discussed above, to quantify the likelihood of the contribution plan and investment strategy for each employer being sufficient to fund future benefits.

This is achieved in practice by following the 3 step process outlined:

- Step 1: The Fund sets a funding target (or funding basis) for each employer which defines the estimated amount of assets to be held to meet the future benefit payments. The assumptions underlying the funding target are discussed in Appendix 2. A measurement is made at the valuation date to compare the assets held with the funding target.
- Step 2: The Fund sets the funding time horizon over which the funding target is to be achieved. This is typically the average future working lifetime of each employer's employees.
- Step 3: The Fund sets contributions that give a sufficiently high likelihood of meeting the funding target over the set time horizon for each employer.

These three steps are central to the "risk-based" approach to funding which is described in Guide 5 (*Employer risk based funding*) of our [2020 valuation toolkit](#)<sup>2</sup>.

The risk-based approach uses an Asset Liability Model, as described in Guide 6 (*Understanding ALMs*) of the [2020 valuation toolkit](#), to project each employer's future benefit payments, contributions and investment returns into the future under 5,000 possible economic scenarios. Future inflation (and therefore benefit payments) and investment returns for each asset class (and therefore asset values) are variables in the projections. Further details of these variables are provided in Appendix 2. The investment strategy underlying the projection of employer asset values is provided in Appendix 1.

<sup>2</sup> [https://www.hymans.co.uk/media/uploads/LGPS\\_Valuation\\_toolkit\\_2020.pdf](https://www.hymans.co.uk/media/uploads/LGPS_Valuation_toolkit_2020.pdf)

By projecting the evolution of an employer's assets and benefit payments 5,000 times, a contribution rate can be set that results in a sufficient number of the future projections being successful i.e. meeting the funding target by the funding time horizon.

The risk-based approach to setting employer contributions allows the Fund and its employers to understand and quantify the level of risk inherent in funding plans, something that is not possible using a single set of assumptions alone.

Further detail on the approach to calculating contributions for individual employers is set out in the Fund's Funding Strategy Statement.

### Funding position as at 31 March 2020

The valuation also offers an opportunity to measure the Fund's funding position as at 31 March 2020. Whilst this measurement has limited insight into understanding the long term ability to be able to pay members' benefits, it is a useful summary statistic.

For the purposes of this valuation we have adopted a "mark to market" approach, meaning that the Fund's assets have been taken into account at their market value and the liabilities have been valued by reference to a single set of assumptions based on market indicators at the valuation date. These assumptions are detailed in Appendix 2. As we have taken a market-related approach to the valuation of both the assets and the liabilities, we believe that they have been valued on a consistent basis.

### Significant events

#### McCloud judgement

The figures in this report are based on our understanding of the benefit structure of the LGPS in Scotland as at 31 March 2020 (details can be found at <http://www.scotlgpsregs.org>) with one exception. The LGPS benefit structure is currently under review following the Government's loss of the right to appeal two Court of Appeal judgements in December 2018, collectively referred to as the 'McCloud judgement'. The exact details of the solution to the McCloud judgement have yet to be confirmed. A consultation on this closed on 23 October 2020 and is currently under consideration by the Scottish Public Pensions Agency (SPPA).

In May 2020, the SPPA set out their expectations for how funds should allow for this uncertainty in the benefit structure at the 2020 valuation. We have valued the Fund's liabilities in line with SPPA's instructions. Further details are set out in Guide 11 (*Allowing for McCloud and the Cost Cap mechanism*) of our [2020 valuation toolkit](#).

#### Cost cap mechanism

Alongside the McCloud judgement, there is another ongoing national process which is resulting in current uncertainty around the benefit structure of the LGPS – the "cost cap" mechanism. As part of the public sector pension scheme reforms in the first half of the 2010s, a mechanism was put in place to protect employers from significant increases in future pension costs. The mechanism is symmetrical in its design – following a Cost Cap valuation, if the scheme is determined to have either a lower than intended cost or a higher than intended cost to employers, then action will be taken: either a change in the benefit structure for future benefit accrual or a change in employee contribution rates. The first Cost Cap mechanism for LGPS Scotland was as at 31 March 2017, however this has been put on hold until the McCloud judgement is resolved.

At the time of writing, there is no information available about the results of the 2017 Cost Cap valuation and whether a change in the benefit structure from 1 April 2020 may occur. The Fund has decided to make no allowance or adjustment to contribution rates and liabilities at the 2020 valuation. However, once the outcome of the Cost Cap valuation is known, the Fund may revisit contribution rates set to ensure they remain appropriate.

### **Indexation and equalisation of Guaranteed Minimum Pensions (GMP)**

As a result of the Government's introduction of a single-tier state pension (STP) there is currently uncertainty around who funds certain elements of increases on GMPs for members reaching State Pension Age after 6 April 2016.

As part of the introduction of STP, the Government confirmed that public service pension schemes, including the LGPS, will be responsible for funding all increases on GMP as an 'interim solution'. In their [January 2018 consultation response](#), HM Treasury confirmed that the 'interim solution' will continue to remain in place up to 5 April 2021. The Government recently consulted upon an extension of this interim solution until at least April 2024, with further questions on whether the interim solution should be made permanent or GMP is converted to scheme pension.

For the 2020 valuation, given the Government's 2020 consultation only considers full indexation or conversion of GMP to scheme pension as a possible long term approach, we have assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This has served to increase the value placed on the liabilities.

The Government is also seeking to ensure that their preferred long term indexation solution will also meet the requirements of equalisation.

### **Coronavirus pandemic**

Financial markets have been exceptionally volatile in 2020 as a result of the ongoing Covid-19 pandemic. For defined benefit pension schemes like the LGPS, the impact has been felt in the value of scheme assets.

The first quarter of 2020 saw significant falls in asset values as a result of the pandemic, reaching a low point in the middle of March. Whilst markets started to pick up in the second half of March, they had only partially recovered by the valuation date of 31 March 2020. The funding level reported at 31 March 2020 (see Section 3) is based on the asset value and market conditions as at this date and is therefore lower than would have been anticipated at the start of 2020. However, the funding level is only a snapshot of the Fund at one particular day. As the LGPS is an open, long-term pension scheme, the reported funding level at the valuation date does not directly drive the employer contribution rates that have been set.

### 3 Valuation results

#### Employer contribution rates

The key objective of the Fund is to set employer contributions that are likely to be sufficient to meet both the cost of new benefits accruing and to address any funding surplus or deficit relative to the funding target over the agreed time horizon. A secondary objective is to maintain relatively stable employer contribution rates.

In order to meet the above objectives, the methodology set out in Section 2 has been used to set employer contributions from 1 April 2021.

Employer contributions are made up of two elements:

- a) the estimated cost of future benefits being built up each year, after deducting members' own contributions and including an allowance for the Fund's administration expenses. This is referred to as the "*Primary rate*", and is expressed as a percentage of members' pensionable pay; plus
- b) an adjustment for the difference between the Primary rate above, and the total contribution the employer needs to pay, referred to as the "*Secondary rate*". In broad terms, the Secondary rate is in respect of benefits already accrued at the valuation date. The Secondary rate may be expressed as a percentage of pay and/or a monetary amount in each year.

The Primary rate and Secondary rate for every contributing employer in the Fund is set out in the Rates and Adjustments Certificate in Appendix 3.

Each employer has been certified primary and secondary contributions that are appropriate for that employer's circumstances and which reflect that employer's experience.

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, calculated in accordance with the Regulations and CIPFA guidance. The whole fund Primary and Secondary contributions calculated at the 2017 valuation of the Fund are shown for comparison.

	Last Valuation 31 March 2017		This Valuation 31 March 2020	
Primary Rate (% of pay)	27.1%		26.7%	
Secondary Rate (£)	2018/19	-7.5%	2021/22	-7.1%
	2019/20	-7.5%	2022/23	-7.1%
	2020/21	-7.5%	2023/24	-7.1%

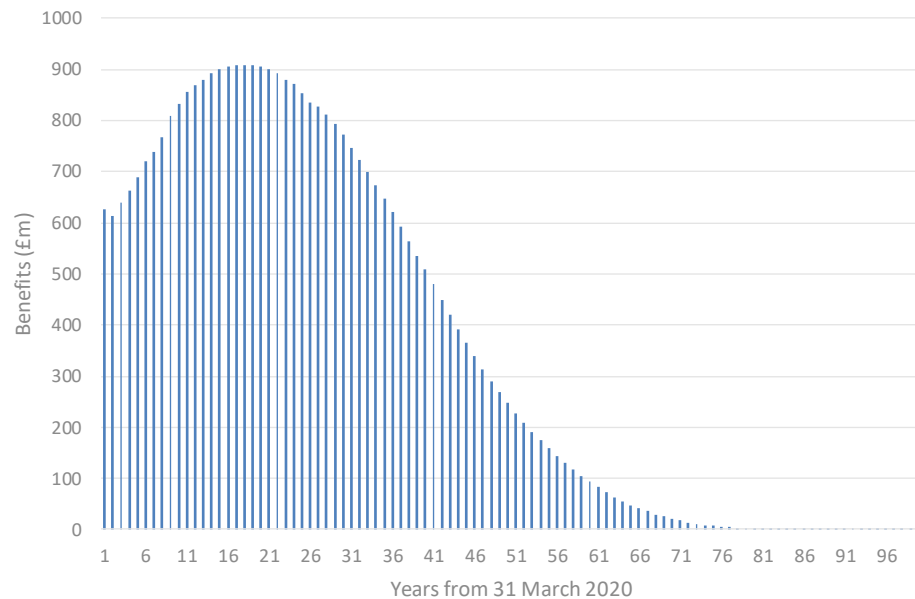
The Primary rate includes an allowance of 0.2% of pensionable pay for the Fund's expenses (0.2% at the 2017 valuation). The average employee contribution rate is 6.2% of pensionable pay (also 6.2% of pay at the 2017 valuation).

#### Funding position as at 31 March 2020

The funding position is a summary statistic often quoted to give an indication of the health of the fund. It is limited as it provides only a snapshot in time and is based on a single set of assumptions about the future. To measure the funding position at 31 March 2020, we compare the value of the Fund's assets on that date against the expected cost (including an allowance for future investment returns) of all the future benefit payments accrued up to the valuation date (the liabilities).

The chart below details the projected future benefit payments based on the membership data summarised in Appendix 1 and the demographic, salary and benefit increases assumptions summarised in Appendix 2.





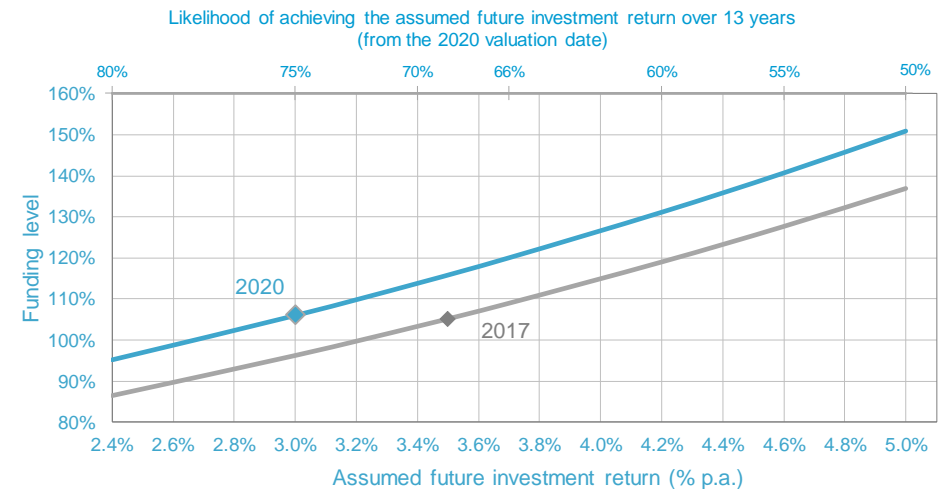
Using an assumption about the future investment return generated from the Fund’s assets then allows a value to be placed on these payments in today’s money; the liabilities. The higher the assumed investment return, the lower the liability value and therefore the higher the funding level.

The value placed on the liabilities is extremely sensitive to the investment return assumption. Based on the Fund’s current investment strategy (detailed in Appendix 1) and the same model used in the contribution rate calculations, it is estimated that:

- There is a 50% likelihood of the Fund’s investments achieving at least an annual return of 5.0% p.a. over the next 13 years;
- There is a 70% likelihood of the Fund’s investments achieving at least an annual return of 3.7% p.a. over the next 13 years; and

- There is a 75% likelihood of the Fund’s investments achieving at least an annual return of 3.0% p.a. over the next 13 years;
- There is an 80% likelihood of the Fund’s investments achieving at least an annual return of 2.3% p.a. over the next 13 years.

The following chart shows how the funding level varies with the future investment return assumption (blue line). For comparison, the funding level associated with the same choice of investment return assumption at the 2017 valuation is also shown (grey line).



From this chart, we can see that:

- The funding position would be 100% if future investment returns are around 2.7% p.a. (at 2017, the investment return would have needed to be 3.2% p.a.). The likelihood of the Fund’s assets yielding at least this return is around 77%.

- If future investment returns are 3.0% p.a., then the Fund currently holds sufficient assets to meet around 106% of the accrued liabilities. The likelihood of achieving at least this level of future investment return is 75%.
- If future investment returns were 5.0% p.a. then the Fund currently holds sufficient assets to meet around 150% of the accrued liabilities. The likelihood of the Fund's assets yielding at least this return is 50%. 150% can therefore be considered the "best estimate" funding position.

It can be seen from the above chart that regardless of the investment return assumption used, the funding position of the Fund has improved since the previous actuarial valuation in 2017.

#### Reported funding position

The valuation outputs are more meaningful when stakeholders can understand the likelihood, and hence the level of prudence, attached to them. The above chart does this for the measurement of the funding position.

However, there is still a requirement to report a single funding position at 31 March 2020. This reported position must include a margin of prudence.

For the purpose of reporting a funding level and an associated funding surplus/deficit for the 2020 valuation, an investment return of 3.0% p.a. has been used. It is estimated that the Fund's assets have a 75% likelihood of achieving this return.

The resulting funding position is as follows:

Valuation Date	31 March 2017	31 March 2020
<b>Past Service Liabilities</b>	<b>(£m)</b>	<b>(£m)</b>
Employees	9,057	8,948
Deferred Pensioners	2,233	2,451
Pensioners	7,470	8,344
<b>Total Liabilities</b>	<b>18,761</b>	<b>19,744</b>
<b>Assets</b>	<b>19,699</b>	<b>20,941</b>
<b>Surplus / (Deficit)</b>	<b>939</b>	<b>1,197</b>
<b>Funding Level</b>	<b>105%</b>	<b>106%</b>

There has been an improvement in the reported funding level since 31 March 2017 from 105% to 106% and an increase in the funding surplus from £939m to £1,197m.

A breakdown of the key factors that have influenced the reported funding position from 31 March 2017 to 31 March 2020 is detailed overleaf.

Change in the surplus/deficit position	Assets (£m)	Liabilities (£m)	Surplus / (Deficit) (£m)
<b>Last valuation at 31 March 2017</b>	<b>19,699</b>	<b>18,761</b>	<b>939</b>
<b>Cashflows</b>			
Employer contributions paid in	1,338		1,338
Employee contributions paid in	405		405
Benefits paid out	(1,786)	(1,786)	0
Net transfers into / out of the Fund*	(60)		(60)
Other cashflows (e.g. Fund expenses)	(16)		(16)
<b>Expected changes in membership</b>			
Interest on benefits already accrued		2,080	(2,080)
Accrual of new benefits		2,298	(2,298)
<b>Membership experience vs expectations</b>			
Salary increases greater than expected		12	(12)
Benefit increases greater than expected		5	(5)
Early retirement strain**		52	(52)
Ill health retirement gain**		(59)	59
Early leavers greater than expected		(68)	68
Pensions ceasing greater than expected		(49)	49
Commutation less than expected		5	(5)
Impact of GMP equalisation		66	(66)
Impact of allowance for McCloud ruling		35	(35)
Other membership experience		(24)	24
<b>Changes in market conditions</b>			
Investment returns on the Fund's assets	1,360		1,360
Changes in future inflation expectations (RPI)		(2,305)	2,305
<b>Changes in actuarial assumptions</b>			
Change in demographic assumptions (excl. longevity)		(261)	261
Change in longevity assumptions		(1,130)	1,130
Change in benefit increases assumption (CPI)		782	(782)
Change in salary increase assumption		(82)	82
Change in future investment return assumption		1,412	(1,412)
<b>This valuation at 31 March 2020</b>	<b>20,941</b>	<b>19,744</b>	<b>1,197</b>

\* The impact of individual member transfers (in/out) on the liabilities is included in the Other membership experience item.

\*\* Strain payments or insurance claims are recorded under Employer contributions or Other cashflows above.



Since the previous valuation, various events have taken place which affect the value placed on the liabilities, including:

- There is an interest cost of £2,080m. This is broadly three years of compound interest at 3.5% p.a. applied to the previous valuation liability value of £18,761m. The benefits that have been accrued to the valuation date are three years closer to payment at 31 March 2020 than they were at 31 March 2017, meaning there is less opportunity for future investment returns to help meet this cost. This serves to increase the value placed on the liabilities;
- The areas of membership experience that have had the greatest impact on the surplus/deficit position of the Fund are set out below, together with their impact on the liabilities

	Expected	Actual	Difference	Impact on Liabilities
<b>Pre-retirement experience</b>				
Early leavers (no of lives)	11,545	24,405	12,860	Positive
Ill health retirements (no of lives)	1,463	1,265	(198)	Positive
Salary increases (p.a.)	4.2%	4.3%	0.1%	Negative
<b>Post-retirement experience</b>				
Benefit increases (p.a.)	2.4%	2.4%	0.0%	Broadly neutral
Pensions ceasing (£000)	33,801	38,458	4,657	Positive

- The changes to the longevity assumptions used for the valuation have resulted in a reduction in future life expectancies (compared to 31 March 2017) and this has served to reduce the liabilities by £1,130m;
- The assumed rate of future CPI inflation has decreased from 2.4% p.a. at 31 March 2017 to 1.9% p.a. at 31 March 2020. This has decreased the value of the liabilities by £1,523m;
- The assumed rate of future investment returns has decreased from 3.5% p.a. to 3.0% p.a.. This has increased the value of the liabilities by £1,412m.

There has been an increase in the value of the Fund's assets since the previous valuation because:

- The investment return on the Fund's assets for the period 31 March 2017 to 31 March 2020 was 8.4%. This has increased the value of the assets by £1,360m;
- Net cashflows into the Fund for the period 31 March 2017 to 31 March 2020 were -£119m, reducing the value of the assets.

## 4 Sensitivity analysis

The results set out in this report are based on assumptions about the future. The actual cost of providing the benefits will depend on the actual experience of the Fund, which could be significantly better or worse than assumed. This section discusses the sensitivity of the results to some of the key assumptions.

### Sensitivity of contribution rates to changes in assumptions

The approach to setting employer contribution rates mitigates the limitation of relying on one particular set of assumptions about the future by recognising the uncertainty around future investment returns and inflation. Therefore, there is no need to carry out additional analysis of the sensitivity of contribution rates to changes in financial assumptions.

The contribution rates are sensitive to changes in demographic assumptions. The results in this section in relation to the funding position can be broadly applied to the contribution rates.

### Sensitivity of the funding position to changes in assumptions

The reported valuation funding position is based on one set of actuarial assumptions about the future of the Fund. If all of the assumptions made were exactly borne out in practice then the liability value presented in this report would represent the actual cost of providing benefits from the Fund as it stands at 31 March 2020.

### Sensitivity of the funding position to future investment returns

The chart in Section 3 details how the funding position varies with the future assumed investment return.

### Sensitivity of the funding position to future inflation

Pensions (both in payment and in deferment) in the LGPS increase annually in line with CPI. Furthermore, benefits accrued in the CARE scheme are revalued annually in line with CPI. If future CPI inflation is higher than the assumed rate of 1.9% p.a. then the cost of the benefits at 31 March 2020 will be higher than we have set out in Section 3.

The table quantifies the impact on the funding position at 31 March 2020 of varying the benefit increases and CARE revaluation (CPI) assumption below.

CPI Assumption	Surplus/(Deficit)	Funding Level
% pa	(£m)	%
1.7%	1,762	109%
1.9%	1,197	106%
2.1%	632	103%

### Sensitivity of the funding position to life expectancy

The main area of demographic risk is people living longer than expected. For example, if long term life expectancy increases at a rate of 1.75% p.a. (compared to the assumed 1.5% p.a.) then members would be expected to live slightly longer than we have assumed in this valuation. Adopting this more prudent assumption would lead to an increase of around 1% in the value placed on the liabilities.

**Other demographic risks to consider**

There are other risk factors which would have an impact on the funding position. Examples of these include the level of ill health retirements, withdrawals from the scheme and take up of the 50:50 option. These are probably unlikely to change in such a way that would rank them as amongst the highest risks facing the Fund and therefore there has been no further quantification of their risk.

**Comment on sensitivity analysis**

Note that the tables above 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 the 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.

**Other risks to consider****Regulatory, Administration and Governance risks**

As well as financial and demographic risks, the Fund also faces:

- Regulatory risks – central government legislation could significantly change the cost of the scheme in the future; and
- Administration and governance risk – failures in administration processes could lead to incorrect data and inaccuracies in the actuarial calculations.

These risks are considered and monitored by the Fund as part of its ongoing risk management framework.

**Resource and environment risks**

The Fund is exposed to risks relating to future resource constraints and environmental changes. These risks may prove to be material.

Climate change is a complex issue for the Fund. Adverse future climate change outcomes will have an impact on future longevity, inflation, government and corporate bond yields and equity returns. Whilst there has been no explicit increase in certified employer contributions at this valuation related to climate change, the risk to funding from climate change were analysed in a paper considered by the Fund's Pensions Committee.

**Risk management**

Employers participating in the Fund are exposed to a number of risks. These include, but are not limited to:

- Investment risk;
- Market risks;
- Demographic risks;
- Regulatory risks;
- Administration and Governance risks;
- Resource and Environmental risks.

The Funding Strategy Statement has further details about these risks and what actions the Fund takes to monitor, mitigate and manage each one.



## 5 Post valuation events

These valuation results are in effect a snapshot of the Fund as at 31 March 2020. 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.

### Post valuation market conditions

There has been strong investment performance in the period since 31 March 2020. Combining this with updating the actuarial assumptions based on updated market conditions would, all else being equal, lead to a funding level at the time of writing being higher than that reported as at 31 March 2020.

Given the long-term approach taken when setting rates, post valuation experience would not materially impact the contribution rates of most employers. However, this experience may be of interest to employers in the Fund who are due to leave the Fund in the short-term and are required to ensure full funding at their exit date.

### Goodwin ruling

In June 2020, an employment tribunal ruled that a subset of male survivors of female pensioners were discriminated against in the Teacher’s Pension Scheme on ground of sexual orientation.

Whilst this ruling was only tested in the Teachers’ Pension Scheme, it is expected to apply to other public sector pension schemes, including the LGPS, due to the similarity in benefits.

The remedy will involve increases in benefits to affected male survivors. However, as we expect the impact of this rectification to be very minor in terms of overall liabilities, no allowance has been made for the Goodwin ruling at the 2020 valuation.

## 6 Final comments

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

- the Funding Strategy Statement, which in particular highlights how different types of employer in different circumstances have their contributions calculated;
- the Statement of Investment Principles, which sets out the investment strategy for the Fund;
- the general governance of the Fund, such as meetings of the Pensions Committee and Board, decisions delegated to officers, the Fund's business plan, etc;
- the Fund's risk management policy; and
- the information the Fund holds about the participating employers.

### Intervaluation employer events

#### New employers joining the Fund

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

#### Cessations and bulk transfers

Any employer who ceases to participate in the Fund should be referred to us in accordance with Regulation 61 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;

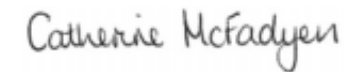
should be referred to us to consider the impact on the Fund.

### 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 2023 where contribution rates payable from 1 April 2024 will be set.



Craig Alexander



Catherine McFadyen

Fellows of the Institute and Faculty of Actuaries

For and on behalf of Hymans Robertson LLP

26 March 2021



# Appendices





## Appendix 1 – Data

### Membership data as at 31 March 2020

A summary of the membership data provided by the Administering Authority for the purposes of the valuation at 31 March 2020 is shown below. The corresponding membership data from the previous valuation is also shown for reference.

Whole Fund Membership Data	Last Valuation 31 March 2017	This Valuation 31 March 2020
Employee members		
Number	93,481	107,828
Total Actual Pay (£000)	1,924,038	2,375,355
Total Accrued Pension (£000) (80ths)	187,286	154,517
Total Accrued Pension (£000) (60ths)	143,259	128,725
Total Accrued Pension (£000) (CARE)	73,429	184,204
Average Age (liability weighted)	51.0	51.4
Average Future Working Lifetime (years)	14	13
Deferred pensioners		
Number	55,848	65,516
Total Accrued Pension (£000)	102,072	125,719
Average Age (liability weighted)	51	51
Pensioners		
Number	73,802	81,382
Total pensions in payment (£000)	414,454	496,897
Average Age (liability weighted)	66	67

### Other data used in this valuation

We have also relied upon asset and accounting data from the Fund's published 2017/18, 2018/19 and 2019/20 Annual Report and Accounts. Employer level cashflow data was provided by the Administering Authority and reconciled against the information shown in these documents.

### Benchmark investment strategy

The following investment strategy has been used to assess employer contribution rates and to set the future investment return assumption as at 31 March 2020:

% allocation	Investment strategy
UK equities	7.5%
Overseas equities	37%
Infrastructure (equity)	7.5%
Private equity	8%
<b>Total growth assets</b>	<b>60%</b>
Cash	1%
Index-linked gilts	1.5%
UK Corporate Bonds	6%
<b>Total protection assets</b>	<b>8.5%</b>
Absolute return bonds	6%
Multi asset credit	4.5%
Private lending	6%
Emerging Market Debt	2.5%
Property	12.5%
<b>Total income generating assets</b>	<b>31.5%</b>
<b>Grand total</b>	<b>100%</b>

### Comment on data quality

The results of the valuation are dependent on the quality of the cashflow and membership data provided to us by the Administering Authority for the specific purpose of this valuation. We have carried out validations on this we believe it is fit for the purposes of this valuation.

## Appendix 2 – Assumptions

### Financial assumptions used to set employer contribution rates

#### Projection of assets and benefit payments

The approach to setting employer contribution rates does not rely on a single set of assumptions but involves the projection of an employer's future benefit payments, contributions and investment returns under 5,000 future economic scenarios. In this modelling, inflation (and therefore benefit payments) and investment returns for each asset class (and employer asset values) are variables and take different values in each projection.

The model underlying these projections is Hymans Robertson's proprietary economic model, the Economic Scenario Service (ESS). The ESS is a complex model to reflect the interactions and correlations between different asset classes and wider economic variables. The table below shows the calibration of the model as at 31 March 2020. All returns are shown net of fees and are the annualised total returns over 5, 10 and 20 years, except for the yields which refer to simulated yields at that time horizon.

		Annualised total returns							Inflation	17 year real yield	17 year yield
		Cash	Index Linked Gilts (medium)	Fixed Interest Gilts (medium)	UK Equity	Overseas Equity	Property	A rated Corporate Bonds (medium)			
5 years	16th %ile	-0.6%	-3.0%	-2.9%	-5.3%	-5.2%	-3.7%	-2.1%	1.3%	-2.7%	0.2%
	50th %ile	0.2%	0.0%	-0.3%	3.7%	3.9%	2.1%	1.3%	2.8%	-1.8%	1.3%
	84th %ile	1.0%	3.0%	2.5%	13.6%	13.4%	8.7%	4.5%	4.3%	-0.9%	2.5%
10 years	16th %ile	-0.4%	-2.5%	-2.0%	-2.1%	-2.1%	-1.8%	-1.1%	1.4%	-2.2%	0.6%
	50th %ile	0.6%	-0.4%	-0.5%	4.3%	4.3%	2.5%	0.8%	2.9%	-0.9%	2.0%
	84th %ile	1.7%	1.8%	1.0%	10.7%	10.5%	7.2%	2.6%	4.6%	0.3%	3.8%
20 years	16th %ile	0.2%	-1.5%	-0.6%	0.6%	0.8%	0.2%	0.2%	1.4%	-1.6%	1.2%
	50th %ile	1.6%	0.2%	0.2%	5.2%	5.3%	3.6%	1.3%	2.9%	0.1%	3.1%
	84th %ile	3.3%	1.9%	1.0%	9.9%	10.0%	7.4%	2.4%	4.5%	1.9%	5.7%
	<b>Volatility (Disp) (1 yr)</b>	0%	7%	8%	27%	28%	14%	10%	1%		

#### Funding target

At the end of an employer's funding time horizon, an assessment is made – for each of the 5,000 projections – of how the assets held compare to the value of assets required to meet the future benefit payments (the funding target). To value the cost of future benefits, assumptions are made about the following financial factors:

- Benefit increases and CARE revaluation;
- Salary growth;
- Investment returns (the “discount rate”).

Each of the 5,000 projections represents a different prevailing economic environment at the end of the funding time horizon and so a single, fixed value for each assumption is not appropriate for every projection. Therefore, instead of using a fixed value, each assumption is set with reference to an economic indicator. The economic indicators used are:

Assumption	Economic Indicator
Benefit increases	Future CPI inflation expectations
CARE revaluation	Future CPI inflation expectations
Salary increases	As above plus 0.7% p.a.

For the purpose of reporting an ongoing basis funding level and an associated funding surplus/deficit for the 2020 valuation, an investment return of 3.0% p.a. has been used (it is estimated that the Fund's assets have a 75% likelihood of achieving this return over the next 13 years).

The Fund has a cessation funding basis target which applies to employers exiting, or close to exiting, the Fund. As at 31 March 2020, a future investment return of 1.0% p.a. was used (it is estimated that the Fund's assets have a 90% likelihood of achieving this return over the next 13 years).

### Financial assumptions (% p.a.) used to assess funding positions at 31 March 2020

Funding Basis	Future assumed investment return
Ongoing basis	3.0%
Cessation basis	1.0%

Financial Assumptions (p.a.)	31 March 2017	31 March 2020
Benefit increases and CARE revaluation (CPI)	2.4%	1.9%
Salary increases	3.6%*	2.6%**

\*CPI plus 1.2%

\*\*CPI plus 0.7%

### Investment Return

The reported funding position is based on an assumed future investment return of 3.0% p.a.. The derivation of this assumption is set out in Section 3 and based on the calibration of the ESS model on 31 March 2020 which is detailed below.

	Annualised total returns								Inflation	17 year real yield	17 year yield
	Cash	Index Linked Gilts (medium)	Fixed Interest Gilts (medium)	UK Equity	Overseas Equity	Property	A rated Corporate Bonds (medium)				
5 years	16th %ile	-0.6%	-3.0%	-2.9%	-5.3%	-5.2%	-3.7%	-2.1%	1.3%	-2.7%	0.2%
	50th %ile	0.2%	0.0%	-0.3%	-3.7%	-3.9%	2.1%	1.3%	2.8%	-1.8%	1.3%
	84th %ile	1.0%	3.0%	2.5%	13.6%	13.4%	8.7%	4.5%	4.3%	-0.9%	2.5%
10 years	16th %ile	-0.4%	-2.5%	-2.0%	-2.1%	-2.1%	-1.8%	-1.1%	1.4%	-2.2%	0.6%
	50th %ile	0.6%	-0.4%	-0.5%	4.3%	4.3%	2.5%	0.8%	2.9%	-0.9%	2.0%
	84th %ile	1.7%	1.8%	1.0%	10.7%	10.5%	7.2%	2.6%	4.6%	0.3%	3.8%
20 years	16th %ile	0.2%	-1.5%	-0.6%	0.6%	0.8%	0.2%	0.2%	1.4%	-1.6%	1.2%
	50th %ile	1.6%	0.2%	0.2%	5.2%	5.3%	3.6%	1.3%	2.9%	0.1%	3.1%
	84th %ile	3.3%	1.9%	1.0%	9.9%	10.0%	7.4%	2.4%	4.5%	1.9%	5.7%
Volatility (Disp) (1 yr)		0%	7%	8%	27%	28%	14%	10%	1%		

The equivalent assumption at the 2017 valuation was 3.5% p.a.. This was derived in a different way, please see the 2017 valuation report for further details.

### Demographic assumptions

The same demographic assumptions are used in setting contribution rates and assessing the current funding position.

### Longevity

As the fund is a member of Club Vita, the baseline longevity assumptions are a bespoke set of Vita Curves that are 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.

We have also allowed for future improvements in mortality based on the CMI 2019 model with an allowance for smoothing of recent mortality experience and a long term rate of improvement of 1.5% p.a. for both women and men. Full details are available on request.

Longevity Assumptions	31 March 2017	31 March 2020
Baseline Longevity	Club Vita	Club Vita
Future Improvements	CMI 2016, Peaked, 1.25% p.a. long term (women), 1.5% p.a. long term (men)	CMI 2019, Smoothed, 1.5% p.a. long term



The longevity assumptions result in the following typical future life expectancies from age 65 (figures for 2017 shown for comparison):

Assumed Life Expectancy		31 March 2017	31 March 2020
<b>Male</b>	Pensioners	21.4 years	19.9 years
	Non-pensioners	23.4 years	21.3 years
<b>Female</b>	Pensioners	23.7 years	22.6 years
	Non-pensioners	25.8 years	24.7 years

Non-pensioners are assumed to be 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. The resulting demographic assumptions are as follows:

Demographic Assumptions	
<b>Retirements in normal health</b>	We have adopted the retirement age pattern assumption as specified by the Scheme Advisory Board in England & Wales for carrying out their 2016 cost cap valuation. Further details are available on request.
<b>Death in Service</b>	See sample rates below
<b>Retirements in ill health</b>	See sample rates below
<b>Withdrawals</b>	See sample rates below
<b>Promotional salary increases</b>	See sample increases below
<b>Family details</b>	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependant of a female member is assumed to be 3 years older than her.
<b>Commutation</b>	50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2009 (equivalent 75% for service from 1 April 2009).
<b>50:50 option</b>	0.5% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

## Sample rates for demographic assumptions

### Males

Age	Salary Scale	Incidence per 1000 active members per annum							
		Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2		
			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.21	267.99	401.99	0.00	0.00	0.00	0.00	
25	117	0.21	177.02	265.53	0.11	0.02	0.13	0.02	
30	131	0.26	125.57	188.35	0.21	0.03	0.23	0.03	
35	144	0.30	98.09	147.13	0.41	0.14	0.46	0.15	
40	150	0.51	78.93	118.39	0.62	0.26	0.69	0.24	
45	157	0.86	64.58	96.87	0.99	0.51	1.09	0.49	
50	162	1.37	50.03	75.04	1.86	1.31	2.59	1.45	
55	162	2.15	48.05	72.08	5.83	4.52	4.67	3.11	
60	162	3.86	42.80	64.20	9.91	6.97	3.87	2.65	
65	162	6.44	0.00	0.00	18.92	13.49	0.00	0.00	

### Females

Age	Salary Scale	Incidence per 1000 active members per annum							
		Death Before Retirement	Withdrawals		III Health Tier 1		III Health Tier 2		
			FT & PT	FT	PT	FT	PT	FT	PT
20	105	0.11	152.97	233.65	0.00	0.00	0.00	0.00	
25	117	0.11	102.90	157.17	0.16	0.13	0.09	0.10	
30	131	0.16	86.24	131.72	0.21	0.18	0.12	0.13	
35	144	0.27	74.38	113.60	0.41	0.34	0.24	0.25	
40	150	0.44	61.86	94.49	0.61	0.51	0.36	0.37	
45	157	0.71	50.92	77.78	0.82	0.68	0.48	0.50	
50	162	1.04	38.80	59.27	1.50	1.23	1.11	1.13	
55	162	1.37	36.30	55.44	5.47	4.43	2.32	2.35	
60	162	1.75	29.18	44.58	11.52	9.30	2.38	2.40	
65	162	2.25	0.00	0.00	20.73	16.76	0.00	0.00	

### Prudence in assumptions

We are required to include a degree of prudence within the valuation. This has been achieved in both the setting of contributions and assessment of funding position.

### Contribution rates

- Employer funding plans have been set such that the likelihood the employer's funding target is met by the end of the funding time horizon is at least 66%. The actual likelihood varies by employer.

### Funding position (ongoing basis)

- The Fund's investments have a 75% likelihood of returning at least the assumed return.

All other assumptions represent our "best estimate" of future experience.

The assumptions used in this valuation have been agreed with the Administering Authority and are set out in the Fund's Funding Strategy Statement.

## Appendix 3 – Rates and Adjustments certificate

In accordance with regulation 60(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 2021 to 31 March 2024 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 and in Appendix 2 of our report on the 31 March 2020 actuarial valuation. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund Primary and Secondary Contribution rates for the period 1 April 2021 to 31 March 2024. 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, calculated in accordance with the Regulations and CIPFA guidance.

Whole Fund Contribution Rate		
Primary Rate (% of pay)	26.7%	
Secondary Rate (£)	2021/22	-7.1%
	2022/23	-7.1%
	2023/24	-7.1%

The required minimum contribution rates for each employer in the Fund are set out below.

Employer code	Employer/Pool name	Primary Rate % 1 April 2021 - 31 March 2024	Secondary Rate						Total Contribution Rate		
			2021/2022		2022/2023		2023/2024		2021/2022	2022/2023	2023/2024
			% of pay	£	% of pay	£	% of pay	£			
<b>Scheduled Bodies with Tax Raising Powers</b>											
901	Argyll and Bute Council	27.9%	-8.6%		-8.6%		-8.6%		19.3%	19.3%	19.3%
902	East Ayrshire Council	26.4%	-7.1%		-7.1%		-7.1%		19.3%	19.3%	19.3%
903	North Ayrshire Council	26.5%	-7.2%		-7.2%		-7.2%		19.3%	19.3%	19.3%
904	South Ayrshire Council	26.6%	-7.3%		-7.3%		-7.3%		19.3%	19.3%	19.3%
905	West Dunbartonshire Council	27.5%	-8.2%		-8.2%		-8.2%		19.3%	19.3%	19.3%
906	East Dunbartonshire Council	27.8%	-8.5%		-8.5%		-8.5%		19.3%	19.3%	19.3%
907	Glasgow City Council	27.3%	-8.0%		-8.0%		-8.0%		19.3%	19.3%	19.3%
908	North Lanarkshire Council	27.6%	-8.3%		-8.3%		-8.3%		19.3%	19.3%	19.3%
909	South Lanarkshire Council	27.6%	-8.3%		-8.3%		-8.3%		19.3%	19.3%	19.3%
910	East Renfrewshire Council	27.8%	-8.5%		-8.5%		-8.5%		19.3%	19.3%	19.3%
911	Renfrewshire Council	26.5%	-7.2%		-7.2%		-7.2%		19.3%	19.3%	19.3%
912	Inverclyde Council	27.6%	-8.3%		-8.3%		-8.3%		19.3%	19.3%	19.3%
<b>Colleges and Scheduled Bodies without Tax Raising Powers</b>											
58	South Lanarkshire College	26.3%	-7.0%		-7.0%		-7.0%		19.3%	19.3%	19.3%
59	Glasgow Clyde College	26.6%	-7.3%		-7.3%		-7.3%		19.3%	19.3%	19.3%
65	Glasgow Kelvin College	26.4%	-7.1%		-7.1%		-7.1%		19.3%	19.3%	19.3%
165	Argyll College	29.9%		£1,000		£1,000		£1,000	29.9% plus £1,000	29.9% plus £1,000	29.9% plus £1,000
239	New College Lanarkshire	26.5%	-7.2%		-7.2%		-7.2%		19.3%	19.3%	19.3%
303	City of Glasgow College	25.9%	-6.6%		-6.6%		-6.6%		19.3%	19.3%	19.3%
511	West College Scotland	27.7%	-8.4%		-8.4%		-8.4%		19.3%	19.3%	19.3%
612	Ayrshire College	26.6%	-7.3%		-7.3%		-7.3%		19.3%	19.3%	19.3%
801	Strathclyde Partnership for Transport	26.9%	-7.6%		-7.6%		-7.6%		19.3%	19.3%	19.3%
913	Scottish Water	26.0%	-6.7%		-6.7%		-6.7%		19.3%	19.3%	19.3%
914/921	Scottish Police Authority	24.1%	-4.8%		-4.8%		-4.8%		19.3%	19.3%	19.3%
915	Scottish Fire and Rescue Service	25.3%	-6.0%		-6.0%		-6.0%		19.3%	19.3%	19.3%
917	Ayrshire Valuation Joint Board	31.1%	-11.8%		-11.8%		-11.8%		19.3%	19.3%	19.3%
918	Dunbartonshire & Argyll & Bute Valuation Joint Board	29.0%	-5.7%		-5.7%		-5.7%		23.3%	23.3%	23.3%
919	Lanarkshire Valuation Joint Board	27.5%	-8.2%		-8.2%		-8.2%		19.3%	19.3%	19.3%
920	Renfrewshire Valuation Joint Board	28.8%	-3.8%		-3.8%		-3.8%		25.0%	25.0%	25.0%
<b>Transferee Admission Bodies</b>											
261	Kings Theatre Glasgow Ltd	34.1%		£8,000		£8,000		£8,000	34.1% plus £8,000	34.1% plus £8,000	34.1% plus £8,000
306	Cofely Workplace Limited	34.5%	-34.5%		-34.5%		-34.5%		0.0%	0.0%	0.0%
307	Amey BPO Services Ltd (Renfrewshire Council)	34.4%	-26.3%		-26.3%		-26.3%		8.1%	8.1%	8.1%
313	Mitie PFI Ltd (Argyll & Bute Council)	32.9%		£8,000		£8,000		£8,000	32.9% plus £8,000	32.9% plus £8,000	32.9% plus £8,000
314	Scottish Water Business Stream Ltd	20.8%	-5.1%		-5.1%		-5.1%		15.7%	15.7%	15.7%
319	BAM Construct UK Ltd (East Renfrewshire Council)	31.6%	-21.0%		-21.0%		-21.0%		10.6%	10.6%	10.6%
320	City Parking (Glasgow) LLP	29.2%	-9.9%		-9.9%		-9.9%		19.3%	19.3%	19.3%
326	Mitie PFI Ltd (South Ayrshire Council)	34.8%	-34.8%		-34.8%		-34.8%		0.0%	0.0%	0.0%
327	Mitie PFI Ltd (East Ayrshire Council)	33.1%	-33.1%		-33.1%		-33.1%		0.0%	0.0%	0.0%
329	Mitie PFI Ltd (North Ayrshire Council)	34.7%		£2,000		£2,000		£2,000	34.7% plus £2,000	34.7% plus £2,000	34.7% plus £2,000
345	City Property (Glasgow) LLP	28.5%	-9.2%		-9.2%		-9.2%		19.3%	19.3%	19.3%
348	Forth & Oban Ltd	36.1%	-8.5%		-8.5%		-8.5%		27.6%	27.6%	27.6%
351	BAM Construct UK Ltd (West Dunbartonshire Council)	34.0%	-8.4%		-8.4%		-8.4%		25.6%	25.6%	25.6%
353	AMEY Public Services LLP (North Lanarkshire)	34.0%		£1,000		£1,000		£1,000	34.0% plus £1,000	34.0% plus £1,000	34.0% plus £1,000



Employer code	Employer/Pool name	Primary Rate % 1 April 2021 - 31 March 2024	Secondary Rate						Total Contribution Rate		
			2021/2022		2022/2023		2023/2024		2021/2022	2022/2023	2023/2024
			% of pay	£	% of pay	£	% of pay	£			
<b>Other Admitted Bodies Open to New Entrants</b>											
10	Craigholme School	43.7%		£21,000		£21,000		£21,000	43.7% plus £21,000	43.7% plus £21,000	43.7% plus £21,000
15	Parkhead Housing Association Ltd	26.1%	-6.8%		-6.8%		-6.8%		19.3%	19.3%	19.3%
31	RCA Trust	22.2%	-22.2%		-22.2%		-22.2%		0.0%	0.0%	0.0%
37	Community Central Hall	29.2%	-18.9%		-18.9%		-18.9%		10.3%	10.3%	10.3%
45	Glasgow Caledonian University	25.0%	-5.7%		-5.7%		-5.7%		19.3%	19.3%	19.3%
71	Reidvale Adventure Playground	25.0%	0.0%		0.0%		0.0%		25.0%	25.0%	25.0%
77	Scottish Library & Information Council (SLIC)	30.3%		£19,000		£19,000		£19,000	30.3% plus £19,000	30.3% plus £19,000	30.3% plus £19,000
95	Easterhouse Citizens Advice Bureau	27.5%		£4,000		£4,000		£4,000	27.5% plus £4,000	27.5% plus £4,000	27.5% plus £4,000
106	Strathclyde Wing Hong Chinese Elderly Group	39.2%	-39.2%		-39.2%		-39.2%		0.0%	0.0%	0.0%
111	Glasgow East Womens Aid	34.4%	-14.2%		-14.2%		-14.2%		20.2%	20.2%	20.2%
113	Bridgeton, Calton and Dalmarnock Credit Union	43.2%	-8.4%		-8.4%		-8.4%		34.8%	34.8%	34.8%
136	Scottish Out of School Care Network	29.1%	-12.0%		-12.0%		-12.0%		17.1%	17.1%	17.1%
155	Linstone Housing Association Ltd	41.0%		£79,000		£79,000		£79,000	41.0% plus £79,000	41.0% plus £79,000	41.0% plus £79,000
161	Ayr Housing Aid Centre	25.0%	-5.7%		-5.7%		-5.7%		19.3%	19.3%	19.3%
162	South Ayrshire Energy Agency	25.5%	-6.2%		-6.2%		-6.2%		19.3%	19.3%	19.3%
167	Ayrshire Housing	32.0%		£55,000		£55,000		£55,000	32.0% plus £55,000	32.0% plus £55,000	32.0% plus £55,000
169	The Financial Fitness Resource Team	25.9%	-6.6%		-6.6%		-6.6%		19.3%	19.3%	19.3%
170	Coatbridge Citizens Advice Bureau	34.2%	-12.0%		-12.0%		-12.0%		22.2%	22.2%	22.2%
177	Coalition for Racial Equality and Rights	29.5%	-24.5%		-24.5%		-24.5%		5.0%	5.0%	5.0%
180	North Ayrshire Leisure Ltd	22.7%	-3.4%		-3.4%		-3.4%		19.3%	19.3%	19.3%
185	Glasgow Housing Association	25.1%	-5.8%		-5.8%		-5.8%		19.3%	19.3%	19.3%
189	Ayrshire North Community Housing Organisation Ltd	23.3%	-4.0%		-4.0%		-4.0%		19.3%	19.3%	19.3%
197	Flourish House	29.5%		£5,000		£5,000		£5,000	29.5% plus £5,000	29.5% plus £5,000	29.5% plus £5,000
208	Good Shepherd Centre (Dalbeth & St Euphrasia's)	22.2%	-1.0%		-1.0%		-1.0%		21.2%	21.2%	21.2%
210	Glasgow School of Art	25.9%	-5.1%		-1.8%		0.0%		20.8%	24.1%	25.9%
211	University of Strathclyde	29.2%	-7.1%		-7.1%		-7.1%		22.1%	22.1%	22.1%
215	Sportscotland	22.1%	-2.8%		-2.8%		-2.8%		19.3%	19.3%	19.3%
217	St Mary's Kenmure	26.9%	-5.3%		-5.3%		-5.3%		21.6%	21.6%	21.6%
219	Royal Conservatoire of Scotland	23.6%	-4.3%		-4.3%		-4.3%		19.3%	19.3%	19.3%
221	Geisland School	30.3%	-11.0%		-11.0%		-11.0%		19.3%	19.3%	19.3%
223	St Philip's School	25.6%	-3.0%		-3.0%		-3.0%		22.6%	22.6%	22.6%
225	Lanarkshire Housing Association Ltd	28.7%		£37,000		£37,000		£37,000	28.7% plus £37,000	28.7% plus £37,000	28.7% plus £37,000
230	Potential Living	32.8%	-21.2%		-21.2%		-21.2%		11.6%	11.6%	11.6%
232	Jordanhill School	28.0%	-0.5%		-0.5%		-0.5%		27.5%	27.5%	27.5%
234	General Teaching Council for Scotland	25.8%		£66,000		£66,000		£66,000	25.8% plus £66,000	25.8% plus £66,000	25.8% plus £66,000
242	College Development Network	24.9%	-5.6%		-5.6%		-5.6%		19.3%	19.3%	19.3%
245	UTHEO Limited	40.5%	-21.2%		-21.2%		-21.2%		19.3%	19.3%	19.3%
247	Scottish Qualifications Authority	24.1%	-4.8%		-4.8%		-4.8%		19.3%	19.3%	19.3%
249	Inverclyde Leisure	22.7%	-3.4%		-3.4%		-3.4%		19.3%	19.3%	19.3%
252	South Lanarkshire Leisure and Culture Limited	26.5%	-7.2%		-7.2%		-7.2%		19.3%	19.3%	19.3%
253	Skills Development Scotland	26.7%	-4.4%		-4.4%		-4.4%		22.3%	22.3%	22.3%
256	Hemat Gryffe Women's Aid	24.5%	-5.2%		-5.2%		-5.2%		19.3%	19.3%	19.3%
257	Loch Lomond & the Trossachs National Park Authority	24.7%	-5.4%		-5.4%		-5.4%		19.3%	19.3%	19.3%
258	Govan Law Centre	29.5%	-10.2%		-10.2%		-10.2%		19.3%	19.3%	19.3%
265	Renfrewshire Leisure Limited	22.5%	-3.2%		-3.2%		-3.2%		19.3%	19.3%	19.3%
266	East Renfrewshire Carers	37.4%	-7.9%		-7.9%		-7.9%		29.5%	29.5%	29.5%



Employer code	Employer/Pool name	Primary Rate % 1 April 2021 - 31 March 2024	Secondary Rate						Total Contribution Rate		
			2021/2022		2022/2023		2023/2024		2021/2022	2022/2023	2023/2024
			% of pay	£	% of pay	£	% of pay	£			
231	Lanarkshire Association for Mental Health	38.2%	0.0%		0.0%		0.0%		38.2%	38.2%	38.2%
235	University of Edinburgh	43.7%	0.0%		0.0%		0.0%		43.7%	43.7%	43.7%
237	University of Glasgow	38.2%	0.0%		0.0%		0.0%		38.2%	38.2%	38.2%
250	University of Aberdeen	40.4%	0.0%		0.0%		0.0%		40.4%	40.4%	40.4%
251	University of Dundee	35.3%		£61,000		£61,000		£61,000	35.3% plus £61,000	35.3% plus £61,000	35.3% plus £61,000
328	River Clyde Homes	29.5%	-7.5%		-7.5%		-7.5%		22.0%	22.0%	22.0%
340	Shettleston Housing Association	31.8%	-7.8%		-7.8%		-7.8%		24.0%	24.0%	24.0%
341	Cassiltoun Housing Association	31.0%		£1,000		£1,000		£1,000	31.0% plus £1,000	31.0% plus £1,000	31.0% plus £1,000
344	Glasgow West Housing Association	30.1%	-23.6%		-23.6%		-23.6%		6.5%	6.5%	6.5%
347	East Dunbartonshire Citizens Advice Bureau	40.7%	-40.7%		-40.7%		-40.7%		0.0%	0.0%	0.0%
350	Queen's Cross Housing Association	26.0%	-26.0%		-26.0%		-26.0%		0.0%	0.0%	0.0%
354	Govanhill Housing Association	29.7%	-2.0%		-2.0%		-2.0%		27.7%	27.7%	27.7%
356	New Gorbals Housing Association	27.5%	-2.5%		-2.5%		-2.5%		25.0%	25.0%	25.0%
357	North Glasgow Housing Association	28.1%	-0.7%		-0.7%		-0.7%		27.4%	27.4%	27.4%
358	Southside Housing Association	31.6%		£3,000		£3,000		£3,000	31.6% plus £3,000	31.6% plus £3,000	31.6% plus £3,000
361	Milnbank Housing Association	20.9%	-4.7%		-4.7%		-4.7%		16.2%	16.2%	16.2%
362	Maryhill Housing Association	24.7%	-8.3%		-8.3%		-8.3%		16.4%	16.4%	16.4%
363	Tollcross Housing Association	29.6%		£1,000		£1,000		£1,000	29.6% plus £1,000	29.6% plus £1,000	29.6% plus £1,000
372	Scottish Canals	31.8%		£5,000		£5,000		£5,000	31.8% plus £5,000	31.8% plus £5,000	31.8% plus £5,000
373	Optima - Working in Wellbeing	33.8%		£1,000		£1,000		£1,000	33.8% plus £1,000	33.8% plus £1,000	33.8% plus £1,000
410	Engage Renfrewshire	32.7%	-10.8%		-10.8%		-10.8%		21.9%	21.9%	21.9%
609	Scottish Maritime Museum Trust	38.3%		£5,000		£5,000		£5,000	38.3% plus £5,000	38.3% plus £5,000	38.3% plus £5,000
708	Argyll & The Islands Enterprise Company Ltd	33.2%	-7.2%		-7.2%		-7.2%		26.0%	26.0%	26.0%
376	Enable Glasgow	41.9%	-41.9%		-41.9%		-41.9%		0.0%	0.0%	0.0%
380/381	Sodexo	30.9%		£7,000		£7,000		£7,000	30.9% plus £7,000	30.9% plus £7,000	30.9% plus £7,000
382	ISS Ltd	36.3%		£15,000		£15,000		£15,000	36.3% plus £15,000	36.3% plus £15,000	36.3% plus £15,000
282	Youth Counselling Services Agency (*See Note 1)	35.4%*	0.0%		0.0%		0.0%		35.4%	35.4%	35.4%
294	Govan H.E.L.P. (* See Note 1)	25.0%*	0.0%		0.0%		0.0%		25.0%	25.0%	25.0%

### Cost cap mechanism

As part of the public sector pension scheme reforms in the first half of the 2010s, a mechanism was put in place to protect employers from significant increases in future pension costs. The mechanism is symmetrical in its design – following a Cost Cap valuation, if the scheme is determined to have either a lower than intended cost or a higher than intended cost to employers, then action will be taken: either a change in the benefit structure for future benefit accrual or a change in employee contribution rates. The first Cost Cap mechanism for LGPS Scotland was as at 31 March 2017, however this has been put on hold until the McCloud judgement is resolved.

At the time of writing, there is no information available about the results of the 2017 Cost Cap valuation and whether a change in the benefit structure from 1 April 2020 may occur. The Fund has decided to make no allowance or adjustment to the above certified contribution rates as part of the 2020 valuation exercise. However, once the outcome of the Cost Cap valuation is known, the Fund may revisit contribution rates set to ensure they remain appropriate.

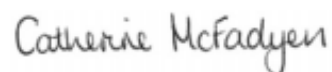
## Notes

Note 1 – The minimum certified contribution rate for the employer is subject to review once the active membership of the employer changes.

## Further comments

- Contributions expressed as a percentage of payroll should be paid into Strathclyde Pension Fund (“the Fund”) at a frequency in accordance with the requirements of the Regulations;
- Further sums should be paid to the Fund to meet the costs of any non ill-health early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- 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. If an employer has ill health liability insurance in place with a suitable insurer and provides satisfactory evidence to the Administering Authority, then their certified contribution rate may be reduced by the value of their insurance premium, for the period the insurance is in place.
- The certified contribution rates represent the **minimum** level of contributions to be paid. Employers may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.

Signature:

Name: Craig Alexander

Catherine McFadyen

Qualification: Fellows of the Institute and Faculty of Actuaries

Firm: Hymans Robertson LLP  
20 Waterloo Street  
Glasgow  
G2 6DB

Date: 26 March 2021