



VALUATION REPORT

# London Pensions Fund Authority Pension Fund

Actuarial valuation as at 31 March 2022

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## Executive summary

Some of the key results contained within this report are set out below:

### 1. Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 128% of the accrued liabilities as at 31 March 2022, which has increased from 106% at the 2019 valuation.

### 2. Contributions

Individual employer contributions are set out in Appendix 5 in the Rates and Adjustments Certificate to cover the period from 1 April 2023 to 31 March 2026. No employer is ordinarily permitted to pay their deficit over a period greater than 10 years from 1 April 2023.

### 3. Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe they are appropriate for the 31 March 2022 valuation. The key assumptions used are a discount rate assumption of 5.2% p.a. (weighted average by individual employers strategies) and a CPI inflation assumption of 2.9% p.a.

### 4. Investment performance

Investment returns have been strong since the previous valuation, but gains in the funding position have been partially offset by a reduction in future anticipated investment returns net of inflation (i.e. a reduction in the real discount rate).

### 5. Regulatory changes

There have been a number of important regulatory changes since the 2019 valuation including McCloud, Cost management and Climate risk.

Details of how we have approached each change is detailed in this report.

## Background

We have been asked by London Pensions Fund Authority, the administering authority for the London Pensions Fund Authority Pension Fund (the Fund), to carry out an actuarial valuation of the Fund as at 31 March 2022. The Fund is part of the Local Government Pension Scheme (LGPS), a defined benefit statutory scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 (the Regulations) as amended.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2023 to 31 March 2026 as required under Regulation 62 of the Regulations.

This report summarises the results of the valuation and is addressed to the administering authority of the Fund. It is not intended to assist any user other than the administering authority in making decisions or for any other purpose and neither we nor Barnett Waddingham LLP accept liability to third parties in relation to this advice.

This report is provided further to the *proposed assumptions v3* document dated 5 July 2022 which outlines the final assumptions used, and the *proposed assumptions v1* document, dated 3 May 2022, which explains the derivation of these assumptions.

The administering authority applies a funding strategy which differs by employer depending on the nature of each. This report contains results on the "individual employer" basis i.e. assuming that individual employers' funding targets are applied.

This advice complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council – in particular TAS 100: Principles for Technical Actuarial Work and TAS 300: Pensions.

We would be pleased to discuss any aspect of this report in more detail.

## Valuation methodology

### Setting contributions

The contribution rates consist of two elements, the primary rate and the secondary rate:

- The **primary rate** for each employer is the employer's future service contribution rate (i.e. the rate required to meet the cost of future accrual of benefits) expressed as a percentage of pay.
- The **secondary rate** is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). The secondary rate may be expressed as a percentage of pay or a monetary amount.

Regulation 62 specifies four requirements that the actuary "must have regard" to:

1. The existing and prospective liabilities arising from circumstances common to all those bodies
2. The desirability of maintaining as nearly a constant a primary rate as possible
3. The current version of the administering authority's Funding Strategy Statement (FSS)
4. The requirement to secure the "solvency" of the pension fund and the "long-term cost efficiency" of the Scheme, so far as relating to the pension fund

The wording of the second objective is not ideal in that it appears to be aimed towards the primary rate rather than taking into account the surplus or deficit of the employer. We believe that if we achieve reasonably stable total individual employer rates (which seems like a preferable objective) then we will also meet the regulatory aim.

CIPFA's FSS guidance includes further details, summarised as follows:

- "**solvency**" means ensuring that employers are paying in contributions that cover the cost of benefit accrual and target a fully funded position over an appropriate time period using appropriate actuarial assumptions, and
- "**long-term cost efficiency**" means that employers have the financial capacity to increase contributions (or there is an alternative plan in place) should contributions need to be increased in future.

## Assumptions used

We have considered these four requirements when providing our advice and choosing the method and assumptions used.

A number of reports and discussions have taken place with the administering authority and, where required, its investment advisors before agreeing the assumptions to calculate the results and set contribution rates. In particular:

- The proposed assumptions document dated 3 May 2022 provides information on our proposed assumptions for the 2022 valuation and derivation of these.
- The summary of proposed assumptions dated 5 July 2022 provides information on our final assumptions used for the 2022 valuation.
- The climate analysis report dated 14 February 2023 which considers climate risk in the context of the Fund's 2022 actuarial valuation. It considers whether the 2022 valuation funding strategy is sufficiently robust in the context of this climate scenario analysis and any potential contribution impacts.
- The FSS which will confirm the approach in setting employer contributions.

Note that not all of these documents may be in the public domain and may be restricted to the administering authority which has no obligation to share them with any third parties.

The assumptions detailed in this report have been agreed with the administering authority. The Fund's FSS has been reviewed in collaboration with the administering authority to ensure that it is consistent with this approach. The FSS complies with the latest version of CIPFA's FSS guidance but we understand that this guidance is currently under review by the Scheme Advisory Board's Compliance and Reporting Committee. This updated guidance had not come into effect as at the date of this report.

We confirm that in our opinion the agreed assumptions are appropriate for the purpose of the valuation. Assumptions in full are set out in Appendix 2.

## Valuation of liabilities

To calculate the value of the liabilities, we estimate the future cashflows which will be made to and from the Fund throughout the future lifetime of existing active members, deferred benefit members, pensioners and their dependants. We then discount these projected cashflows using the discount rate which is essentially a calculation of the amount of money which, if invested now, would be sufficient together with the income and growth in the accumulating assets to make these payments in future, using our assumption about investment returns.



This amount is called the present value (or, more simply, the value) of members' benefits. Separate calculations are made in respect of benefits arising in relation to membership before the valuation date (past service) and for membership after the valuation date (future service).

To produce the future cashflows or liabilities and their present value we need to formulate assumptions about the factors affecting the Fund's future finances such as inflation, salary increases, investment returns, rates of mortality and staff turnover etc.

The assumptions used in projecting the future cashflows in respect of both past service and future service are summarised in Appendix 2.

## Valuation of assets

We have been provided with audited Fund accounts for each of the three years to 31 March 2022.

The market asset valuation as at 31 March 2022 was £7.66bn. Please note that this excludes members' additional voluntary contributions (AVCs).

For the purposes of the valuation, we use a smoothed value of the assets rather than the market value. The financial assumptions that we use in valuing the liabilities are smoothed around the valuation date so that the market conditions used are the average of the daily observations over the period 1 January 2022 to 30 June 2022. Therefore, we value the assets in a consistent way and apply the same smoothing adjustment to the market value of the assets.

The smoothed asset valuation as at 31 March 2022 was £7.53bn. This was based on a smoothing adjustment of 98.2%. More detail can be found in Appendix 1.

The Fund's long-term investment strategy has been taken into consideration in the derivation of the discount rate assumption. The investment strategy is set out in the Fund's Investment Strategy Statement (ISS) that should be made publicly available on the Fund's website.

## Previous valuation results

The previous valuation was carried out as at 31 March 2019 by Barnett Waddingham. The results are summarised in the valuation report dated 31 March 2020 and reported a surplus of £326m.

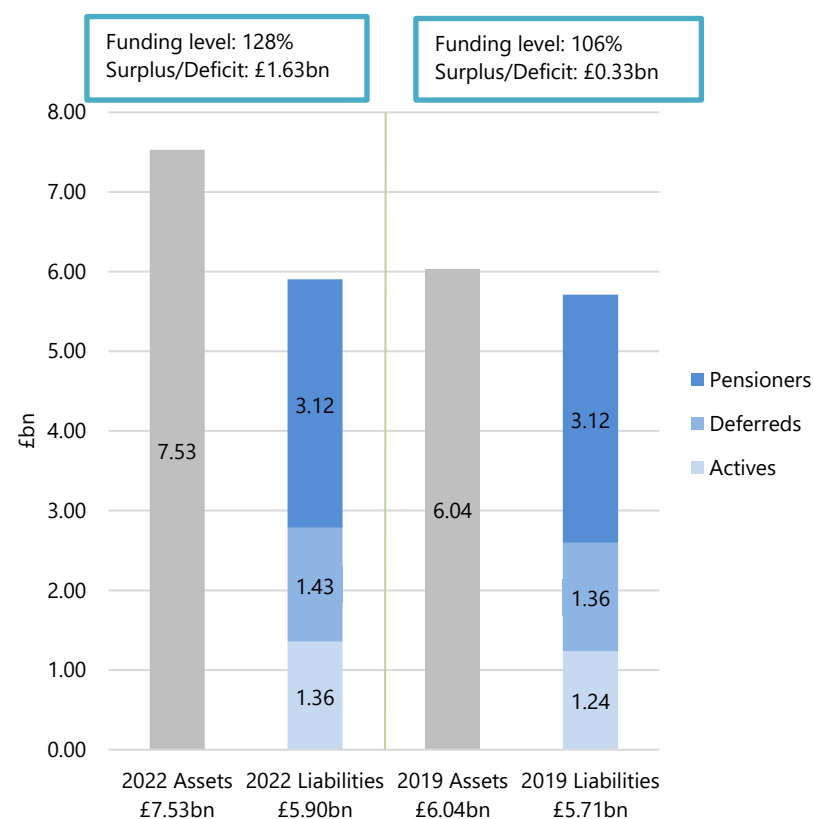
## Results

### Funding position

A comparison is made of the value of the existing assets with the value of the accrued liabilities. If there is an excess of assets over the liabilities then there is a surplus. If the converse applies there is a deficit.

Using the assumptions based on individual employer strategies, summarised in the proposed assumptions advice report and Appendix 2, the funding position is set out in the graph below. This shows the funding position of the Fund at the current and previous valuation dates.

There was a surplus of £1.63bn at the valuation date, corresponding to a funding level of 128%. This compares to a surplus of £0.33bn at 31 March 2019, corresponding to a funding level of 106%.





## Contribution rates

### Primary rate

Using the assumptions summarised in Appendix 2 and the employer-specific assumptions summarised in the proposed assumptions advice, the resulting average primary rate across the whole Fund is set out in the table below (after allowing for member contributions). This includes a comparison to the individual employer strategies' primary rate at the previous valuation.

The primary rate for the whole Fund is the weighted average (by Pensionable Pay) of the individual employers' primary rates.

Primary rate	2022 valuation of payroll p.a.	2019 valuation of payroll p.a.
Average total future service rate	22.4%	22.4%
Less average member rate	-7.2%	-7.2%
<b>Fund primary rate</b>	<b>15.2%</b>	<b>15.2%</b>

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the Regulations.

Please note that expenses are allowed for in the derivation of the discount rate and therefore we make no explicit allowance in the primary rate for expenses.

### Secondary rate

The secondary rate is an adjustment to the primary rate to arrive at the total rate each employer is required to pay (for example, to allow for deficit recovery). Where there is a deficit, contributions should be set to restore the funding positions to 100% over an agreed "recovery period".

The recovery period for individual employers varies across the Fund. The administering authority's approach to setting recovery periods is set out in the FSS. Where there is a surplus, this may also be reflected in contribution rates in line with the Fund's FSS. Asset returns assumed in any employer's recovery plan are to be in line with their ongoing funding discount rate.

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustments Certificate in Appendix 5. These will differ from the primary rate set out above as well as varying from each other as they are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

In Appendix 5 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning 1 April 2023.

Where there is a deficit, the secondary contributions agreed with the administering authority have been set at this valuation in order to restore the employer to a funding position of 100% by no later than 2033.

## Projected funding position

Based on the assumptions as set out in Appendix 2 and the contributions certified and set out in Appendix 5, we estimate that the funding position of the whole fund may increase to 131% by 31 March 2025, the next valuation date. This projection is based on the assumptions made for this valuation and contributions being paid at the agreed amounts. This projection does not allow for any actual experience since 31 March 2022 nor any other risks or uncertainties. Some of these additional risks are set out later in this report and in Appendix 3.

## Standardised basis

Following the funding valuation, a "Section 13" report (prepared under Section 13 of the Public Service Pensions Act 2013) will be prepared to report on whether the following aims are achieved: compliance, consistency, solvency and long-term cost efficiency, and to identify any funds that cause concerns.

As part of our calculations we have considered the results on a standardised basis as set by the Scheme Advisory Board (SAB). We are required to provide the SAB with the results for the Fund for comparison purposes.

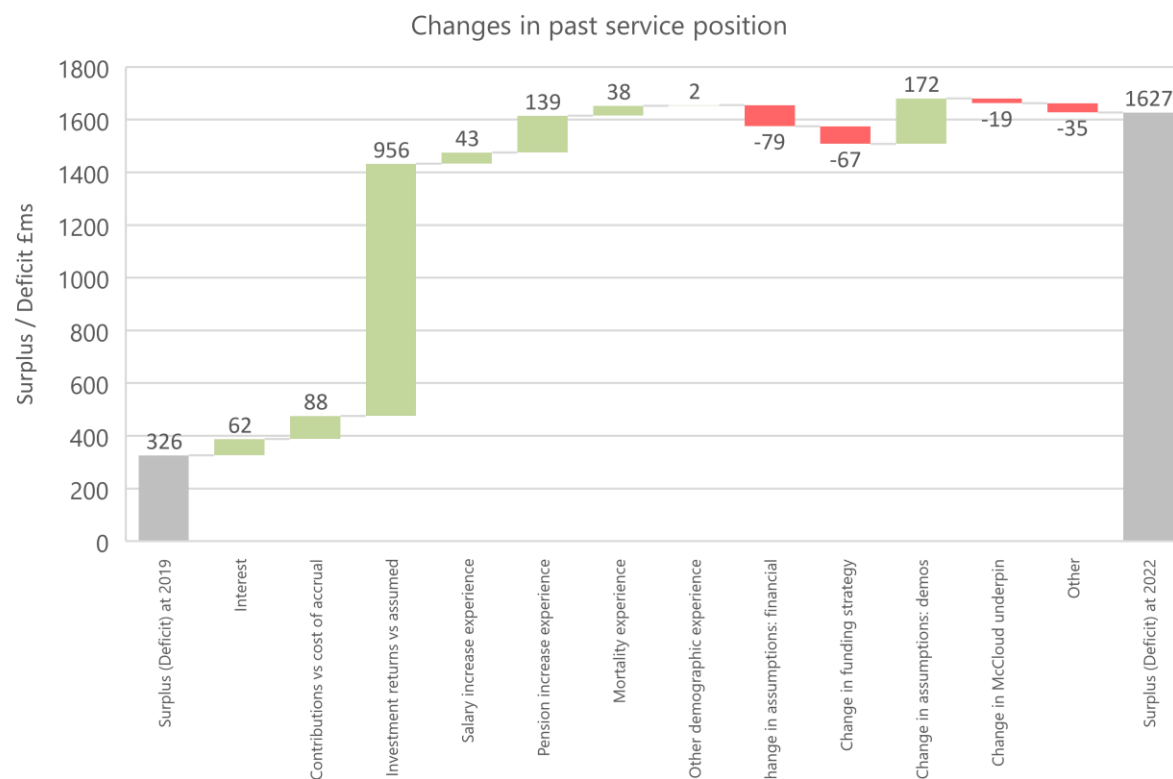
The standardised basis is set using assumptions advice from the Government Actuary's Department (GAD) with some of the assumptions used being set locally (such as mortality) and some are set at Scheme level (including all the financial assumptions). It is not used to set contributions as it does not reflect the Fund's investment strategy or the administering authority's attitude to risk; contributions are set using the funding basis.

The results on the standardised basis as at 31 March 2022 are set out in the dashboard in Appendix 4. The dashboard should assist readers in comparing LGPS valuation reports and the information will be used by GAD in their "Section 13" report.

## Reconciliation to previous valuation

### Funding position

The previous valuation revealed a surplus of £326m. The key factors that have influenced the funding level of the Fund over the period are illustrated in the chart below.



## Experience

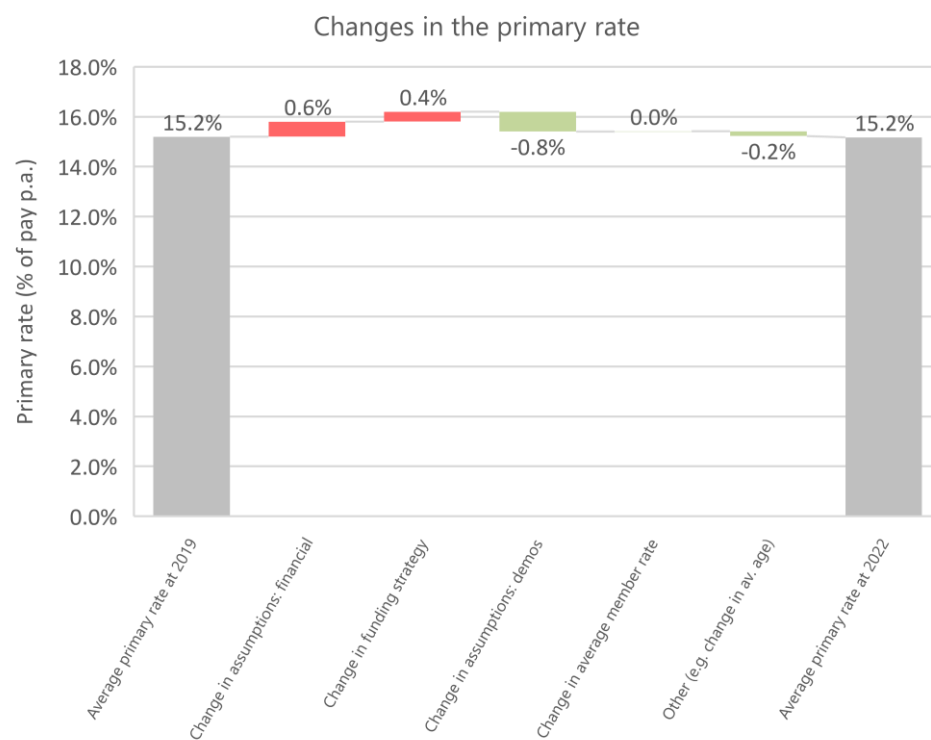
- These results take into account the individual employer funding strategies which have been updated since 2019.
- The change in individual employers' funding categories has led to a decrease in the Fund surplus of approximately £67m.
- Investment returns have been strong since 2019 leading to an estimated improvement in the Fund surplus of £956m.

## Assumptions

- Updating the demographic assumptions following a longevity review of the Fund resulted in an increase to the Fund surplus of £172m.

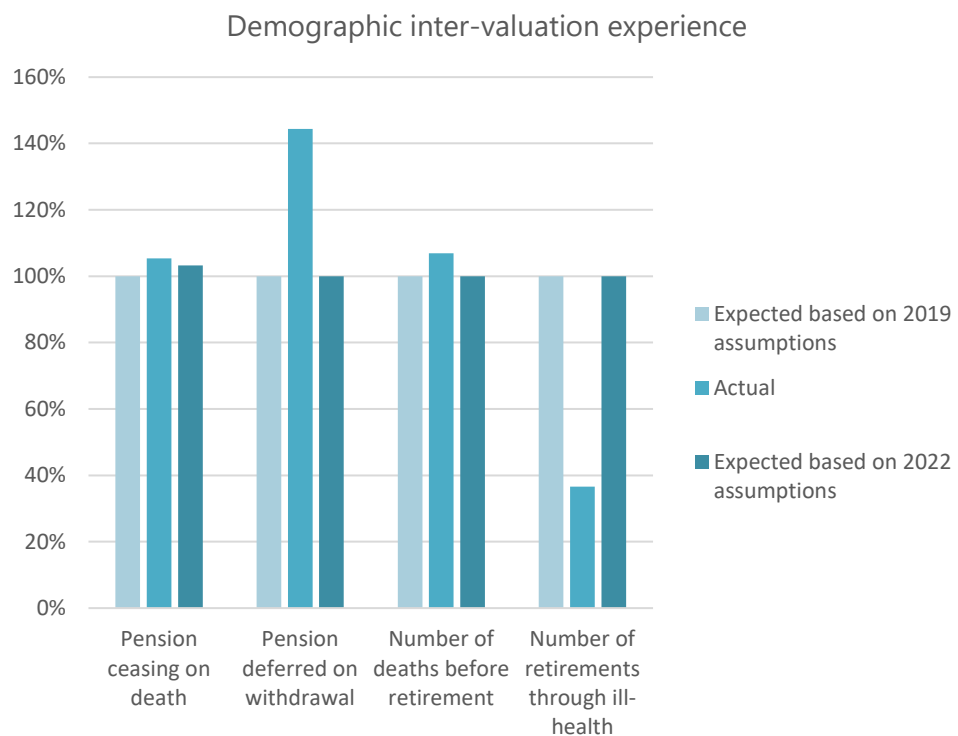
## Primary contribution rate

The previous valuation resulted in an average employer-specific primary rate of 15.2% of Pensionable Pay. The following chart reconciles the primary rate at this valuation with the previous valuation.



## Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the inter-valuation period with that assumed by the assumptions adopted at the last valuation in 2019 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2019.



## Sensitivities to the liabilities

The results set out in this report are based on a particular set of assumptions. The actual cost of providing the benefits will depend on the actual experience, which could be significantly better or worse than assumed. The sensitivity of the results to some of the key assumptions is set out in the table below.

The figures in the table are shown relative to the surplus of £1.63bn and funding level of 128% on the agreed employer-specific funding basis.

2022 sensitivity analysis of funding position	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase salary assumption by 0.5% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%	Decrease 2020/21 weighting parameter by 5%
	£bn	£bn	£bn	£bn	£bn	£bn	£bn
Smoothed asset value	7.53	7.53	7.53	7.53	7.53	7.53	7.53
Total past service liabilities	5.90	5.99	5.99	5.93	5.94	5.96	5.93
<b>Surplus / (Deficit)</b>	<b>1.63</b>	<b>1.54</b>	<b>1.54</b>	<b>1.60</b>	<b>1.59</b>	<b>1.57</b>	<b>1.60</b>
<b>Funding level</b>	<b>128%</b>	<b>126%</b>	<b>126%</b>	<b>127%</b>	<b>127%</b>	<b>126%</b>	<b>127%</b>



## Sensitivities to the primary contribution rate

The calculated primary contribution rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below. Please note that the primary rate set out below does not include any adjustment via the secondary rate. The total contribution rate payable by employers will be a combination of the primary rate and a secondary rate adjustment, further details can be found in Appendix 5.

The figures in the table are shown relative to the primary rate of 15.2% of Pensionable Pay on the agreed funding basis.

2022 sensitivity analysis of primary rate	2022 Valuation basis	Decrease discount rate by 0.1% p.a.	Increase CPI inflation by 0.1% p.a.	Increase long-term rate of mortality improvement by 0.25% p.a.	Increase initial addition to mortality improvement by 0.5%	Decrease 2020/21 weighting parameter by 5%
	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.	% of payroll p.a.
Average total future service rate	22.4%	23.0%	23.0%	22.7%	22.6%	22.6%
Less average member rate	-7.2%	-7.2%	-7.2%	-7.2%	-7.2%	-7.2%
<b>Fund primary rate</b>	<b>15.2%</b>	<b>15.8%</b>	<b>15.8%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>15.4%</b>

## Further comments

### Funding Strategy Statement (FSS)

The assumptions used for the valuation have been documented in a revised Funding Strategy Statement agreed between the Fund Actuary and the administering authority.

#### Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Regulatory risk
- Climate risk

The sensitivity of the funding results to some of these risks was set out in the sensitivities section of this report. Please note that this is not an exhaustive list.

#### Post valuation events

Since the valuation date, there has been some significant market turbulence including material increases in short-term inflation and gilt yields.

However, our funding model is designed to help withstand short-term volatility in markets as it is a longer-term model. We use smoothed assumptions over a six-month period with the ultimate aim of setting stable contributions for employers. The valuation approach and assumptions are not based on gilt yields and the discount rate is derived from the long-term future expected returns on each asset class with a deduction for uncertainty and risk (our prudence adjustment). Therefore, at this stage, the anticipated effect on the long-term funding position is not significant enough to revise our approach.

Nevertheless, due to the ongoing uncertainty around the shorter-term impact of these issues, we have considered these issues in setting the employer contribution rates to ensure that contributions into the Fund remain appropriate. Most notably, high inflation will have a significant impact in the short term as higher levels of pensions in payment will need to be paid out of the Fund as a result of the anticipated increase of 10.1% in April 2023.

We will continue to monitor the Fund's funding position and raise any individual employer cases with the Fund that we consider need any special attention. The impact of these events will be fully considered as part of the 2025 valuation when we revisit employer contributions.

The next formal valuation is due to be carried out as at 31 March 2025 however the financial position of the Fund will be monitored regularly during the period leading up to the next formal valuation.

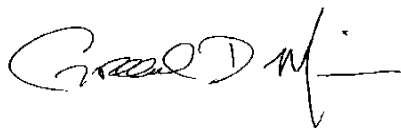
## Rates and Adjustments Certificate

The contributions payable in respect of benefit accrual and any deficit contributions under each employer's recovery period have been set out in Appendix 5 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2023 to 31 March 2026. In this certificate no allowance has been made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

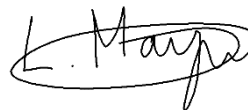
The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length that is ordinarily no more than 10 years from 1 April 2023.

This document has been agreed between the administering authority and the Fund Actuary. Contributions have been set which in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's FSS.

This report must be made available to members on request.



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## Appendix 1 Summary of data and benefits

### Membership data

The membership data has been provided to us by the administrators of the Fund. We have relied on information supplied by the administrator and the administering authority being accurate. The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund's accounts. The numbers in the tables below relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.

Any missing or inconsistent data has been queried with the Fund and estimated where necessary. Whilst this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

### Benefits

Full details of the benefits being valued are set out in the Regulations as amended and summarised on the [LGPS website \(https://www.lgpsmember.org/\)](https://www.lgpsmember.org/). We have made no allowance for discretionary benefits.

## Membership summary

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison. Please note that the average ages at 31 March 2022 are weighted by salary for active members and by pension for deferred and pensioner/dependant members, the average ages at 2019 are weighted by liability. We have shown the 2022 average ages weighted by liability for comparison.

Data used		Data at 31 March 2022			Data at 31 March 2019		
Active members	Number	Pensionable pay £m	Average age (salary weighted)	Average age (liability weighted)	Number	Pensionable pay £m	Average age (liability weighted)
Males	7,441	255.0	46	54	7,168	240	53
Females	11,771	329.1	45	53	10,819	288	53
Total	19,212	584.1	46	53	17,987	528	53
Deferred members (including undecided)	Number	Pension £m	Average age (pension weighted)	Average age (liability weighted)	Number	Pension £m	Average age (liability weighted)
Males	13,979	39.4	52	54	13,372	37	53
Females	23,403	53.1	51	53	22,021	48	52
Total	37,382	92.5	51	53	35,393	85	52
Pensioner and dependant members	Number	Pension £m	Average age (pension weighted)	Average age (liability weighted)	Number	Pension £m	Average age (liability weighted)
Males	14,195	126.5	74	71	14,274	123	70
Females	21,928	119.1	74	71	21,479	111	70
Total	36,123	245.6	74	71	35,753	234	70

## Projected retirements

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2022 to 31 March 2026 as required under the Regulations.

Members may retire for a number of reasons including reaching normal retirement age, retiring through ill-health or redundancy. The amounts set out in the table below are the new retirement benefit amounts, as at the current valuation date that are assumed to come into payment in each of the inter-valuation years.

Projected new benefits		
Year to	Number of members	Retirement benefits £m's
31 March 2023	2,164	29
31 March 2024	1,999	29
31 March 2025	2,170	30
31 March 2026	1,929	25

## Guaranteed Minimum Pension (GMP) equalisation and indexation

On 23 March 2021, the Government published the outcome to its GMP Indexation consultation, concluding that all public service pension schemes, including the LGPS, will be directed to provide full indexation to members with a GMP reaching State Pension Age (SPA) beyond 5 April 2021. This is a permanent extension of the 'interim solution' that has applied to members with a GMP reaching SPA on or after 6 April 2016. Details of the consultation outcome can be found [here](#).

As with the previous valuation, we have assumed that the Fund will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, we have assumed that the Fund will be required to pay the entire inflationary increase. We are comfortable that our approach is consistent with the consultation outcome.



## Appendix 2 Summary of assumptions

A summary of the assumptions adopted for the valuation at 31 March 2022 and as at 31 March 2019 is set out below.

Assumptions	2022 valuation	2019 valuation
<b>Financial assumptions</b>		
CPI inflation	2.9%	2.6%
Salary increases	3.9%	3.6%
Weighted average discount rate (Employer specific strategies)	5.2%	5.1%
Pension increases on GMP	Funds will pay limited increases for members reaching SPA by 6 April 2016, and full increases for others	
<b>Demographic assumptions</b>		
Post-retirement mortality		
Base table pensioners	95%-125% of 2021 Club Vita tables	100% of 2019 Club Vita tables
Base table dependants	100% of 2021 Club Vita tables	100% of 2019 Club Vita tables
CMI Model	CMI 2021	CMI 2018
Long-term rate of improvement	1.25%	1.25%
Smoothing parameter	7.0	7.0
Initial addition to improvement	0%	0.5%
2020/21 weighting parameter	5%	n/a
Retirement assumption	Weighted average	Weighted average
Pre-retirement decrements	GAD 2016 scheme val: no salary scale, 50% multiplier to ill-health rates and 100% multiplier to pre-retirement mortality rates	GAD 2016 scheme val: no salary scale, 50% multiplier to ill-health rates and 100% multiplier to pre-retirement mortality rates
50:50 assumption	Member data	Member data
Commutation	50% of max	50% of max
Family statistics		
% with qualifying dependant	75% (M) / 70% (F)	75% (M) / 70% (F)
Age difference	3 years	3 years

Each active employer in the Fund will be put into one of six categories as shown in the table below, as determined by the administering authority based on covenant analysis carried out. A sliding scale will be adopted for the discount rate, interpolating between the Category A discount rate and the minimum risk discount rate as shown.

Covenant rating	Proportion of Category A discount rate	Proportion of minimum risk discount rate	2022 valuation discount rate 31 March 2022	Approximate proportion of Fund in category
A	100%	0%	5.4% p.a.	59%
B1	90%	10%	5.0% p.a.	20%
B2	80%	20%	4.7% p.a.	15%
C1	70%	30%	4.3% p.a.	5%
C2	60%	40%	4.0% p.a.	1%
D	0%	100%	1.9% p.a.	0%
<b>Average</b>	<b>93%</b>	<b>7%</b>	<b>5.2% p.a. (CPI + 2.3%)</b>	
<i>2019 Average</i>	<i>~93%</i>	<i>~7%</i>	<i>5.1% (CPI + 2.5%)</i>	

Further details of the different covenant grades can be found in the FSS.

## Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These sample rates are based on those set by the Government Actuary's Department (GAD) based on analysis of the Local Government Pension Scheme (LGPS) in England and Wales.

## Allowance for ill-health early retirements

A small proportion of members are assumed to retire early due to ill health. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.01%
40	0.04%	0.03%
45	0.09%	0.06%
50	0.18%	0.13%
55	0.36%	0.28%
60	0.74%	0.62%
65	1.51%	1.34%

Please note the above rates are the raw decrements as set by GAD. Our assumption is that there will be 50% of the number of ill-health retirements assumed by GAD.

The proportion of ill-health early retirements falling into each tier category has been assumed to be as follows for both males and females:

Tier 1	Tier 2	Tier 3
75%	15%	10%

### Death before retirement

A small number of members are assumed to die before reaching retirement age. In the table below we set out an extract of some sample rates from the GAD tables used:

Age	Males	Females
25	0.02%	0.01%
30	0.03%	0.01%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.12%
60	0.32%	0.19%
65	0.50%	0.29%

Please note the above rates are the raw decrements as set by GAD. We have applied a 100% multiplier to the rates assumed by GAD.

## Allowance for withdrawals

This assumption is regarding active members who leave service to move to deferred member status. Active members are assumed to leave service at the following sample rates:

Age	Males	Females
25	9.21%	10.17%
30	7.25%	8.07%
35	5.70%	6.40%
40	4.48%	5.07%
45	3.53%	4.03%
50	2.78%	3.19%
55	2.18%	2.53%
60	1.72%	2.01%
65	1.35%	1.59%

## Appendix 3 Regulatory uncertainties

There are currently a few important regulatory uncertainties surrounding the 2022 valuation as follows:

- Effect of the McCloud and Sargeant cases;
- Cost management reviews which could affect future and historic LGPS benefits;
- Change in timing of future actuarial valuations from a triennial cycle; and
- Climate change risks and opportunities.

Although it is unclear what impact these uncertainties will have on the future benefits of individual members, we have considered these issues in the assumptions used to set the contribution rates for employers.

### McCloud

When the Government reformed public service pension schemes in 2014 and 2015 they introduced protections for older members. In December 2018, the Court of Appeal ruled that younger members of the Judges' and Firefighters' Pension schemes have been discriminated against because the protections do not apply to them. The Government has confirmed that there will be changes to all main public sector schemes, including the LGPS, to remove this age discrimination. A consultation has been run in relation to the changes proposed for the LGPS and legislation is now being drafted to bring forward these changes. We understand the updated Regulations are to be consulted on in 2023 with the earliest effective date expected to be October 2023.

For the 2022 valuation, as instructed by the Department of Levelling Up, Housing and Communities (DLUHC), we have assumed that the legislation will bring forward the changes as currently proposed, and we have valued the benefits in line with this. The data extracts received for valuation purposes did not include the full pay or service history we require to value the cost of the anticipated benefit changes. We therefore made estimates (for active members only) based on the information that is held in data extract provided. Our estimates involve projecting members CARE benefits against the equivalent final salary benefit to determine, for each active member, whether the underpin may bite and the liability value if it does. There still remains uncertainty over the long-term effects of the McCloud judgment but where data has been available, we have been able to estimate the impact of McCloud on individual employers and funding positions and contributions have been set accordingly.

## Change in timing of future actuarial valuations from a triennial cycle

In 2019, the Ministry of Housing, Communities & Local Government (as it was then known, now known as DLUHC) issued a consultation which included moving from a triennial to quadrennial valuation cycle from 2024. The issue remains outstanding and we have produced this report on the basis of a triennial valuation cycle.

### Cost management reviews

There remain uncertainties around the 2016 and 2020 cost management exercises. Although we understand that the Scheme Advisory Board (SAB) will not be recommending any Scheme changes, this is still to be announced. However, we anticipate the impact of any changes to be small and therefore we have not made an explicit allowance for these.

Further cost management reviews will be carried out and may lead to future benefit changes. However, as the aim of this monitoring is to keep the cost of benefits within an affordable range, we can be relatively comfortable that future reviews will not have a significant impact on the value we currently place on the liabilities, therefore we have not made an explicit allowance for these.

## Climate change risks and opportunities

Climate risk is an important consideration for the 2022 valuation. As part of the 2022 valuation process we have used scenario analysis to identify the impact of shorter term climate risk (transition risk) and longer term climate risk (physical risk) on the Fund's potential funding outcomes. This analysis was developed for LGPS funds based on the Department for Work and Pensions regulations, as we await final regulations which apply directly to the LGPS. The analysis was discussed with GAD, who agreed a set of four key principles for how LGPS funds would undertake climate change scenario analysis as part of the 2022 valuation.

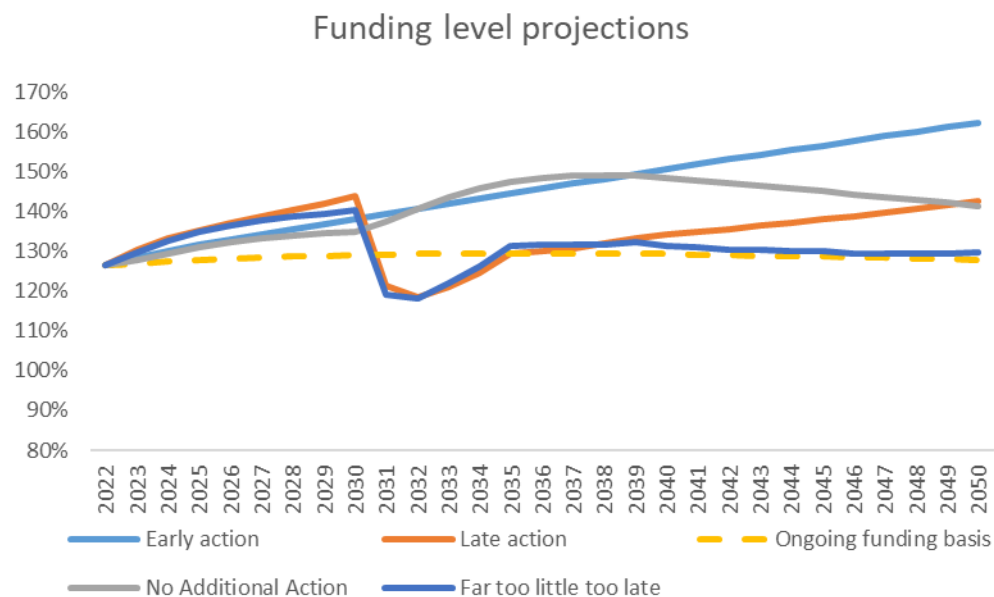
Our analysis considered the potential impact on the future investment return outlook (and therefore discount rate) and inflation (and therefore inflation-linked assumptions), for the purpose of projecting asset and liability values and primary rates. We have also considered additional elements such as the potential impact on life expectancy changes and employer covenant. The analysis supports the level of prudence in the funding strategy.



Under the Key principles, it was agreed that each fund should select two scenarios to consider as a minimum including: “Paris-aligned” and higher temperature outcome, and compare these to the funding basis.

- “Paris-aligned” is an optimistic basis which assumes that good progress is made towards the ambitions made in the 2015 Paris Agreement.
- A higher temperature outcome assumes that no new climate policies are introduced beyond those already agreed, resulting in a growing concentration of greenhouse gas emissions and a larger increase in global temperatures.

Our analysis considers four scenarios which are detailed in our climate scenario analysis report. The impact of the on the funding position of each scenario is considered in Projected funding level graph below.



Our “early action” scenario aims to represent a “Paris-aligned” scenario, and our “no additional action” scenario represents a higher temperature outcome.

One of the other key principles agreed with GAD was for results to be considered over a period of at least 20 years. The funding level is projected over a period of 30 years as can be seen in the graph above.

Detail on the Fund's approach will also be included in the FSS.

### COVID-19 crisis

The 2019 valuation report and Rates and Adjustments Certificate were finalised during the early stages of the COVID-19 crisis. Due to the timing of events, no adjustment was made to the 2019 results. There still remains uncertainty over the long-term effects of COVID-19 but where data has been available, we have been able to consider the impact of COVID-19 on individual funds through the longevity analysis and in setting the mortality assumptions for the Fund. On balance, we would expect the pandemic to lead to a modest reduction in future improvements in life expectancy.

Therefore, we are comfortable that contributions have been set appropriately to allow for COVID-19, based on the data available. More data will be available at the next formal valuation in 2025 where we will update our analysis. We will also continue to monitor the situation during the inter-valuation period.

## Appendix 4 Dashboard

### GAD Dashboard

#### Past service funding position - local funding basis

Funding level (assets/liabilities)	%	127.6%
Funding level (change since previous valuation)	%	21.9%
Asset value used at the valuation	£m	7,529
Value of liabilities	£m	5,902
Surplus (deficit)	£m	1,627
Discount rate – past service	% pa	5.2%
Discount rate – future service	% pa	5.2%
Assumed pension increases (CPI)	% pa	2.9%
		In line with the Funding Strategy Statement
Method of derivation of discount rate, plus any changes since previous valuation		
Life expectancy for current pensioners – men age 65	years	21.12
Life expectancy for current pensioners – women age 65	years	23.84
Life expectancy for future pensioners – men age 45	years	22.10
Life expectancy for future pensioners – women age 45	years	25.29

#### Past service funding position - SAB basis (for comparison purposes only)

Market value of assets	£m	7,665
Value of liabilities	£m	6,227
Funding level on SAB basis (assets/liabilities)	%	123.1%
Funding level on SAB basis (change since last valuation)	%	14.5%

## GAD Dashboard

<b>Contribution rates payable</b>		<b>2019 Valuation</b>	<b>2022 Valuation</b>
Primary contribution rate	% of pay	15.2%	15.2%
<i>Secondary contribution rate (cash amounts in each year in line with CIPFA guidance)</i>	£m		
Secondary contribution rate - 1st year of rates and adjustment certificate	£m	12.95	-11.96
Secondary contribution rate - 2nd year of rates and adjustment certificate	£m	13.93	-12.26
Secondary contribution rate - 3rd year of rates and adjustment certificate	£m	14.44	-12.55
<i>Giving total expected contributions</i>			
Total expected contributions - 1st year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	95.92	80.21
Total expected contributions - 2nd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	99.92	83.49
Total expected contributions - 3rd year of rates and adjustment certificate (£ figure based on assumed payroll)	£m	103.57	86.91
<i>Assumed payroll (cash amounts in each year)</i>			
Total assumed payroll - 1st year of rates and adjustment certificate (£m)	£m	544.57	606.65
Total assumed payroll - 2nd year of rates and adjustment certificate (£m)	£m	564.42	630.18
Total assumed payroll - 3rd year of rates and adjustment certificate (£m)	£m	585.00	654.62
3-year average total employer contribution rate	% of pay	17.7%	13.2%
Average employee contribution rate (% of pay)	% of pay	7.2%	7.2%
Employee contribution rate (£ figure based on assumed payroll of £m)	£m pa	39.21	43.82

## GAD Dashboard

<b>Deficit recovery plan</b>		<b>2019 Valuation</b>	<b>2022 Valuation</b>
Latest deficit recovery period end date for any employer in deficit in fund	Year	11	10
Earliest surplus spreading period end date for any employer in surplus in fund	Year	10	10
Where a deficit recovery period or surplus spreading period end date is not provided, the latest time horizon end point for valuation funding plan for any employer in deficit	Year	n/a	n/a
Where a deficit recovery period or surplus spreading period end date is not provided, the earliest time horizon end point for valuation funding plan for any employer in surplus	Year	n/a	n/a
Where a deficit recovery or surplus spreading period end date is not provided, please provide, the likelihood of success of valuation funding plan on the 2019 valuation time horizon	%	n/a	n/a
<b>Additional information</b>			
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	%	0.0%	
Percentage of total liabilities that are in respect of Tier 3 employers	%	51.2%	
Included climate change analysis/comments in the 2022 valuation report	Yes		
Value of McCloud impact on the local funding basis	£m	18.93	

## Appendix 5 Rates and Adjustments Certificate

### Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2023 to 31 March 2026.

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 our report on the actuarial valuation dated 22 March 2023.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2023 to 31 March 2026 is set out in the table overleaf. The primary rate is the employer's contribution towards the cost of benefits accruing in each of the three years beginning 1 April 2023. In addition each employer pays a secondary contribution as required under Regulation 62(7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

### Primary and secondary rate summary

The primary rate for the Fund is the weighted average (by payroll) of the individual employers' primary rates and is 15.2% p.a. of payroll.

The secondary rates across the entire Fund (as a percentage of projected Pensionable Pay and as a monetary amount) in each of the three years in the period 1 April 2023 to 31 March 2026 is set out in the table below.

Secondary contributions	2023/24	2024/25	2025/26
Total as a % of payroll	-2.0%	-1.9%	-1.9%
Equivalent to total monetary amounts of	-£11,960,050	-£12,257,341	-£12,553,207

These amounts reflect the individual employers' deficit recovery plans. In aggregate, the Fund is making refunds to employers via negative secondary contribution rates, consistent with the policy of spreading surpluses noted in the FSS.

## General notes

Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us as the Fund Actuary. The administering authority, with the advice from us as the Fund Actuary may allow some or all of these contributions to be treated as a prepayment and offset against future certified contributions.

The certified contributions include an allowance for expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by participating employers in addition.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the administering authority and an individual employer.

## Active employers

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
723	Alleyns School	27.7%	-	-	-	27.7%	27.7%	27.7%
576	Apleona HSG LTD LTD	26.4%	£5,860	£6,090	£6,320	26.4% plus £5,860	26.4% plus £6,090	26.4% plus £6,320
223	Archbishop Tenison's Church of England GMS	18.4%	-	-	-	18.4%	18.4%	18.4%
272	Association of Colleges	18.5%	-	-	-	18.5%	18.5%	18.5%
173	Babcock Critical Services Ltd	14.2%	-	-	-	14.2%	14.2%	14.2%
172	Babcock Training Limited	19.3%	-5.3%	-5.3%	-5.3%	14.0%	14.0%	14.0%
221	Bishop Thomas Grant School	16.9%	-5.8%	-5.8%	-5.8%	11.1%	11.1%	11.1%
435	British Film Institute	17.3%	-	-	-	17.3%	17.3%	17.3%
425	Brunel University	16.0%	-	-	-	16.0%	16.0%	16.0%
816	Capital City College Group	14.3%	-4.8%	-4.8%	-4.8%	9.5%	9.5%	9.5%
123	Caterlink Ltd	19.7%	-	-	-	19.7%	19.7%	19.7%
20000	CBRE	14.9%	-	-	-	14.9%	14.9%	14.9%
224	Charlotte Sharman Foundation Primary School	15.3%	-9.7%	-9.7%	-9.7%	5.6%	5.6%	5.6%
567	City Literary Institute	13.6%	-	-	-	13.6%	13.6%	13.6%



Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
427	City University	13.3%	-	-	-	13.3%	13.3%	13.3%
26	Compass Brunel Catering	16.0%	-10.0%	-10.0%	-10.0%	6.0%	6.0%	6.0%
23	Computacenter Ltd	17.7%	-3.2%	-3.2%	-3.2%	14.5%	14.5%	14.5%
532	Coram's Fields	23.0%	-8.1%	-8.1%	-8.1%	14.9%	14.9%	14.9%
237	Corpus Christi School	15.2%	-0.3%	-0.3%	-0.3%	14.9%	14.9%	14.9%
724	Dulwich College	23.5%	-	-	-	23.5%	23.5%	23.5%
216	Dunraven School	14.0%	-1.4%	-1.4%	-1.4%	12.6%	12.6%	12.6%
581	Ealing, Hammersmith and West London College	15.8%	-10.0%	-10.0%	-10.0%	5.8%	5.8%	5.8%
181	East London Waste Authority	13.7%	-	-	-	13.7%	13.7%	13.7%
706	Education Development Trust	28.9%	-28.9%	-28.9%	-28.9%	-	-	-
460	English Sports Council	16.4%	-10.0%	-10.0%	-10.0%	6.4%	6.4%	6.4%
595	Food Standards Agency	19.1%	-	-	-	19.1%	19.1%	19.1%
599	Food Standards Scotland	19.3%	-10.0%	-10.0%	-10.0%	9.3%	9.3%	9.3%
859	Freedom Leisure	27.8%	£70,408	£72,450	£74,551	27.8% plus £70,408	27.8% plus £72,450	27.8% plus £74,551
240	Friars School	19.5%	-0.1%	-0.1%	-0.1%	19.4%	19.4%	19.4%
128	Geffrye Museum Trust Ltd.	16.9%	-10.0%	-10.0%	-10.0%	6.9%	6.9%	6.9%
501	Goldsmiths, University of London	15.0%	-0.2%	-0.2%	-0.2%	14.8%	14.8%	14.8%
5	Greater London Authority	12.0%	-2.5%	-2.5%	-2.5%	9.5%	9.5%	9.5%
588	Greenwich Leisure Limited	25.8%	-	-	-	25.8%	25.8%	25.8%
129	Horniman Museum & Gardens	16.9%	-	-	-	16.9%	16.9%	16.9%
455	Ibstock Place School	16.4%	-3.3%	-3.3%	-3.3%	13.1%	13.1%	13.1%
249	Immanuel & St Andrew C of E Primary School	13.5%	-	-	-	13.5%	13.5%	13.5%
226	Julian's Primary School	14.5%	-1.4%	-1.4%	-1.4%	13.1%	13.1%	13.1%
305	L.B. of Camden	22.3%	-10.0%	-10.0%	-10.0%	12.3%	12.3%	12.3%
309	L.B. of Greenwich	21.5%	-10.0%	-10.0%	-10.0%	11.5%	11.5%	11.5%
310	L.B. of Hackney	20.5%	-10.0%	-10.0%	-10.0%	10.5%	10.5%	10.5%

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
311	L.B. of Hammersmith & Fulham	21.6%	-10.0%	-10.0%	-10.0%	11.6%	11.6%	11.6%
317	L.B. of Islington	22.2%	-10.0%	-10.0%	-10.0%	12.2%	12.2%	12.2%
320	L.B. of Lambeth	22.3%	-10.0%	-10.0%	-10.0%	12.3%	12.3%	12.3%
321	L.B. of Lewisham	24.2%	-10.0%	-10.0%	-10.0%	14.2%	14.2%	14.2%
326	L.B. of Southwark	22.7%	-10.0%	-10.0%	-10.0%	12.7%	12.7%	12.7%
328	L.B. of Tower Hamlets	20.5%	-10.0%	-10.0%	-10.0%	10.5%	10.5%	10.5%
330	L.B. of Wandsworth	21.0%	-10.0%	-10.0%	-10.0%	11.0%	11.0%	11.0%
421	La Retraite RC Girl's School	14.3%	-	-	-	14.3%	14.3%	14.3%
593	La Sainte Union Convent School	15.6%	-7.5%	-7.5%	-7.5%	8.1%	8.1%	8.1%
551	Learning and Work Institute	21.3%	-1.0%	-1.0%	-1.0%	20.3%	20.3%	20.3%
727	Learning on Screen - the British Universities and Colleges Film and Video Council	20.6%	-	-	-	20.6%	20.6%	20.6%
403	Lee Valley Regional Park Authority	13.8%	-	-	-	13.8%	13.8%	13.8%
855	Lionheart (RICS Benevolent Fund)	25.0%	-10.0%	-10.0%	-10.0%	15.0%	15.0%	15.0%
533	Local Government and Social Care Ombudsman	15.0%	-10.0%	-10.0%	-10.0%	5.0%	5.0%	5.0%
0001A	Local Pensions Partnership	12.0%	-0.8%	-0.8%	-0.8%	11.2%	11.2%	11.2%
50	Local Pensions Partnership Administration	13.4%	-	-	-	13.4%	13.4%	13.4%
0001B	Local Pensions Partnership Investments	12.0%	-1.0%	-1.0%	-1.0%	11.0%	11.0%	11.0%
11	London Councils	13.3%	-5.6%	-5.6%	-5.6%	7.7%	7.7%	7.7%
170	London Fire Commissioner	14.2%	-	-	-	14.2%	14.2%	14.2%
10	London Legacy Development Corporation	12.0%	-	-	-	12.0%	12.0%	12.0%
507	London Metropolitan University	15.9%	-5.6%	-5.6%	-5.6%	10.3%	10.3%	10.3%
574	London Nautical School	17.0%	-9.6%	-9.6%	-9.6%	7.4%	7.4%	7.4%
1	London Pensions Fund Authority	13.1%	-	-	-	13.1%	13.1%	13.1%
511	London South Bank University	15.5%	-	-	-	15.5%	15.5%	15.5%
24	London South East Colleges	16.8%	-10.0%	-10.0%	-10.0%	6.8%	6.8%	6.8%
33	London Treasury Limited	12.0%	-2.5%	-2.5%	-2.5%	9.5%	9.5%	9.5%

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
568	Mary Ward Centre	18.9%	-10.0%	-10.0%	-10.0%	8.9%	8.9%	8.9%
127	Morley College	16.0%	-	-	-	16.0%	16.0%	16.0%
712	New City College	14.4%	-7.4%	-7.4%	-7.4%	7.0%	7.0%	7.0%
27	Newcastle College Group	17.2%	-3.2%	-3.2%	-3.2%	14.0%	14.0%	14.0%
233	Notre Dame School	16.9%	-6.6%	-6.6%	-6.6%	10.3%	10.3%	10.3%
517	Notting Hill Genesis	33.1%	-	-	-	33.1%	33.1%	33.1%
22	NSL Limited	25.5%	-10.0%	-10.0%	-10.0%	15.5%	15.5%	15.5%
18	Old Oak and Park Royal Development Corporation (OPDC)	12.0%	-1.6%	-1.6%	-1.6%	10.4%	10.4%	10.4%
716	Open College Network London Region	16.8%	-10.0%	-10.0%	-10.0%	6.8%	6.8%	6.8%
29	Orchard Hill College & Academy Trust	13.9%	-6.8%	-6.8%	-6.8%	7.1%	7.1%	7.1%
456	Poplar Harca	28.7%	-	-	-	28.7%	28.7%	28.7%
318	R.B. of Kensington & Chelsea	24.8%	-10.0%	-10.0%	-10.0%	14.8%	14.8%	14.8%
554	Roehampton University	19.8%	£205k	£213k	£222k	19.8% plus £205k	19.8% plus £213k	19.8% plus £222k
241	Sacred Heart School	17.2%	-	-	-	17.2%	17.2%	17.2%
185	SITA UK Ltd	20.1%	-	-	-	20.1%	20.1%	20.1%
278	South Bank Colleges	17.6%	-3.3%	-3.3%	-3.3%	14.3%	14.3%	14.3%
28	South Thames College Group	18.4%	-6.5%	-6.5%	-6.5%	11.9%	11.9%	11.9%
528	Sport and Recreation Alliance Limited	12.0%	-10.0%	-10.0%	-10.0%	2.0%	2.0%	2.0%
543	SSAFA	21.7%	-10.0%	-10.0%	-10.0%	11.7%	11.7%	11.7%
235	St Andrews RC Primary School	16.6%	-0.3%	-0.3%	-0.3%	16.3%	16.3%	16.3%
238	St Anne's RC Primary School	19.9%	-10.0%	-10.0%	-10.0%	9.9%	9.9%	9.9%
242	St Anthony's School	16.7%	-3.5%	-3.5%	-3.5%	13.2%	13.2%	13.2%
239	St Bede's GM Infant & Nursery School	13.7%	-2.0%	-2.0%	-2.0%	11.7%	11.7%	11.7%
236	St Bernadette's School	19.4%	-	-	-	19.4%	19.4%	19.4%
222	St Francesca Cabrini Primary School	17.2%	-8.6%	-8.6%	-8.6%	8.6%	8.6%	8.6%
808	St Francis Xavier 6th Form College	16.7%	-6.5%	-6.5%	-6.5%	10.2%	10.2%	10.2%

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
243	St Joseph RC Infant School	18.5%	-	-	-	18.5%	18.5%	18.5%
244	St Joseph RC Junior School	18.1%	£39,350	£40,900	£42,500	18.1% plus £39,350	18.1% plus £40,900	18.1% plus £42,500
234	St Martin in the Field High School	20.2%	-10.0%	-10.0%	-10.0%	10.2%	10.2%	10.2%
255	St Mary's RC Primary School	17.1%	-5.5%	-5.5%	-5.5%	11.6%	11.6%	11.6%
245	St Michael's RC School	15.3%	-1.6%	-1.6%	-1.6%	13.7%	13.7%	13.7%
246	St Thomas the Apostle College	12.0%	-	-	-	12.0%	12.0%	12.0%
252	Surrey Square Primary School	14.0%	-3.9%	-3.9%	-3.9%	10.1%	10.1%	10.1%
462	The English Institute of Sport	12.2%	-6.4%	-6.4%	-6.4%	5.8%	5.8%	5.8%
453	The Froebel Trust	21.7%	£4,990	£5,180	£5,380	21.7% plus £4,990	21.7% plus £5,180	21.7% plus £5,380
524	The Royal Central School of Speech & Drama	14.0%	0.8%	0.8%	0.8%	14.8%	14.8%	14.8%
6	Transport for London	15.3%	-	-	-	15.3%	15.3%	15.3%
580	Trinity Laban	18.6%	-10.0%	-10.0%	-10.0%	8.6%	8.6%	8.6%
254	Turney School	15.4%	-10.0%	-10.0%	-10.0%	5.4%	5.4%	5.4%
215	Turnham Primary GMS School	12.9%	-10.0%	-10.0%	-10.0%	2.9%	2.9%	2.9%
484	UAL Short Courses Ltd	32.9%	3.4%	3.4%	3.4%	36.3%	36.3%	36.3%
230	UK Anti Doping	12.0%	-7.8%	-7.8%	-7.8%	4.2%	4.2%	4.2%
586	United Colleges Group	15.6%	-	-	-	15.6%	15.6%	15.6%
450	United Kingdom Sports Council	12.0%	-2.9%	-2.9%	-2.9%	9.1%	9.1%	9.1%
571	University of Arts London	14.9%	-	-	-	14.9%	14.9%	14.9%
512	University of Greenwich	15.0%	-	-	-	15.0%	15.0%	15.0%
476	University of St Mark & St John	15.6%	-5.5%	-5.5%	-5.5%	10.1%	10.1%	10.1%
509	University of Westminster	14.8%	-	-	-	14.8%	14.8%	14.8%
4	Valuation Office Agency	20.5%	-10.0%	-10.0%	-10.0%	10.5%	10.5%	10.5%
406	Valuation Tribunal Service	15.4%	0.9%	0.9%	0.9%	16.3%	16.3%	16.3%
250	Van Gogh Primary School	16.8%	-0.8%	-0.8%	-0.8%	16.0%	16.0%	16.0%

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
183	West London Waste Authority	15.1%	-0.5%	-0.5%	-0.5%	14.6%	14.6%	14.6%
184	West Riverside Waste Authority	14.1%	-10.0%	-10.0%	-10.0%	4.1%	4.1%	4.1%

## Non-active employers

The following non-active employers have a deferred debt arrangement (DDA) or deferred spreading agreement (DSA) in place.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary		
			2023/24	2024/25	2025/26	2023/24	2024/25	2025/26
304	L.B. Bromley	0.0%	-	-	-			
518	Peabody Trust	0.0%	-	-	-			
858	Sutton Community Leisure Ltd	0.0%	£88,650	£92,100	£95,650	£88,650	£92,100	£95,650
21	Woughton Leisure Trust	0.0%	£25,300	£25,300	£25,300	£25,300	£25,300	£25,300

## Post valuation employers

The below table shows the contribution rate for any employer that joined the fund between 1 April 2022 and 31 March 2023.

Employer code	Employer name	Primary rate	Secondary rate (% pay plus monetary adjustment)			Total contributions i.e. primary (% of pay) plus secondary			Specific notes
		(% pay)	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26	
20002	Greenwich Leisure Limited (Lee Valley)	19.5%	-	-	-	19.5%	19.5%	19.5%	Pass through arrangement. The contribution rate is fixed for the full contract length.