

West Midlands Pension Fund

Actuarial valuation as at 31 March 2016

Valuation report



Introduction

In accordance with Regulation 62 of the Local Government Pension Scheme (LGPS) Regulations 2013 (as amended), we have been asked by the West Midlands Pension Fund (the Fund) to prepare an actuarial valuation of the Fund as at 31 March 2016.

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 2017 to 31 March 2020. Contributions are set to cover any shortfall between the assumed cost of providing benefits built up by members at the valuation date and the assets held by the Fund and to also cover the cost of benefits that active members will build up in the future.

Following a detailed process of discussions, we provided a formal advice document dated which sets out the background to the valuation and explains the agreed underlying methods and assumptions derivation after these discussions had taken place, dated 23 February 2017.

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 advice is subject to and complies with Technical Actuarial Standards (TASs) issued by the Financial Reporting Council (namely, the Pensions TAS and generic TASs relating to reporting, data and modelling).

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

Contents

1	Summary of results	3
2	Background to valuation approach.....	4
3	Results	5
4	Sensitivity analysis.....	9
5	Final comments	10
Appendix 1	Summary of membership data	11
Appendix 2	Actuarial assumptions	12
Appendix 3	Rates and Adjustments Certificate	20

1 Summary of results

A summary of the results of the valuation is as follows:

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 81% of the accrued liabilities as at 31 March 2016.

This has increased since 2013.

Changes since 2013

The Public Sector Pensions Act 2013 and updated guidance from CIPFA have introduced and reinforced requirements to focus on securing **solvency** of the pension fund and **long-term cost efficiency**

Method and assumptions

The resulting method and assumptions are set out in Appendix 2 and we believe these are appropriate for the 31 March 2016 valuation.

Employer contributions

Individual employer contributions are set out in Appendix 3 in the Rates and Adjustment certificate to cover the period from 1 April 2017 to 31 March 2020.

The next actuarial valuation should be carried out with an effective date of 31 March 2019 and the contributions payable by the participating employers will be reviewed as part of that valuation.

2 Background to valuation approach

The purpose of the 2016 actuarial valuation is to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. This is required under regulation 62 of the LGPS Regulations. The Regulations for actuarial valuations have changed since the 2013 valuation and so has the context surrounding the valuation. Regulation 62 specifies four requirements that the actuary "must have regard to" and are detailed below:

- "the desirability of maintaining as nearly constant a primary rate as possible";
- "the current version of the administering authority's funding strategy statement";
- "the requirement to secure the solvency of the pension fund"; and
- "the long-term cost efficiency of the Scheme (i.e. the LGPS for England and Wales as a whole), so far as relating to the pension fund".

In addition, Regulation 25A of the The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 now enables recovery of exit payments from historic employers in the Fund which have not previously paid an exit payment to the Fund.

We have considered these changes when providing our advice and choosing the method and assumptions used and a number of reports and discussions have taken place with the Administering Authority before agreeing the final assumptions to calculate the results and set contribution rates. In particular:

- The formal advice report dated 23 February 2017 which provides information and results on a whole fund basis as well as more detailed background to the method and derivation of the agreed assumptions.
- The Funding Strategy Statement, recently updated to take account of new CIPFA guidance, which confirms the approach in setting employer contributions.

Note that not all these documents may be in the public domain.

The final assumptions have been agreed with the Administering Authority.

Membership data

A summary of the membership data used for the valuation is set out in Appendix 1.

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund accounts. Any missing or inconsistent data has been estimated where necessary. While 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 as set out in the Regulations as amended and summarised on the LGPS [website](#) and the Fund's membership booklet. We have made no allowance for discretionary benefits.

Assets

Assets have been valued at a six month smoothed market value straddling the valuation date.

We have been provided with the audited Fund accounts for the years ending 31 March 2014, 31 March 2015 and 31 March 2016.

The market asset valuation as at 31 March 2016 was £11,661million.

In our calculations we have used a smoothing adjustment of 99.2% which results in a smoothed asset value of £11,569million.

The Fund's long-term investment strategy has been taken into consideration in the derivation of the assumptions used. The investment strategy is set out in an Investment Strategy Statement available on the Fund's website.

3 Results

Previous valuation

The previous valuation was carried out as at 31 March 2013 by Mercer. The results are summarised in the valuation report dated 31 March 2014 and show a funding level of 70% corresponding to a deficit of £4,205million. This was the disclosed funding position before taking into account any of the improvement in market conditions following the valuation date.

The average employer contribution was calculated to be 13.3% of Pensionable Pay in order to cover the cost of future benefits being built up by active members and included an allowance for administrative expenses.

In practice, each employer paid their own contribution rate which will have been a combination of contributions to cover the cost of future benefits (which will not necessarily have been the same as the average given above) and contributions towards past service deficit. In addition, allowance was made for market changes following the 2013 valuation date.

Shortfall between assets and liabilities

Using the assumptions summarised in Appendix 2, the results of the valuation are set out in the tables below which show:

- The past service funding position which means how well funded the Fund was at the valuation date; and
- The primary rate for the whole Fund which is the weighted average (by payroll) of the individual employers' primary rates.

The primary and secondary rate of the individual employer contributions payable are set out in the Rates and Adjustment certificate in Appendix 3. These will be based on the employer's own membership and experience.

In Appendix 3 we also disclose the sum of the secondary rates for the whole Fund for each of the three years beginning with 1 April 2017. The secondary rate is an adjustment to the primary rate each employer is required to pay.

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

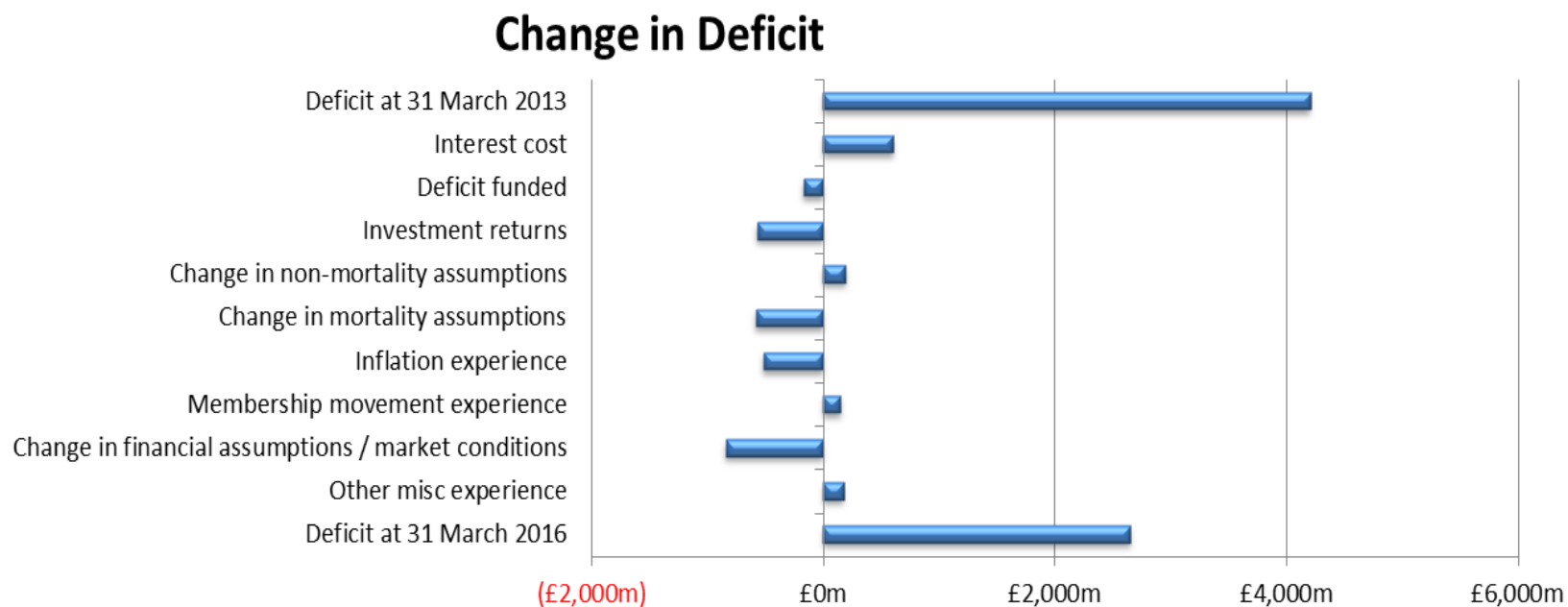
Past service funding position	
	31 March 2016 £m
Smoothed asset value	11,569
Past service liabilities	
Actives	5,148
Deferred pensioners	2,966
Pensioners	6,105
Total	14,219
Surplus (Deficit)	(2,650)
Funding level	81%

Primary rate	% of payroll
Total future service rate	24.7%
less employee contribution rate	(6.4%)
Total primary rate	18.3%

There was a deficit of £2,650m in the Fund at the valuation date, and the Fund's assets were sufficient to cover 81% of its liabilities.

Reconciliation to previous valuation

The key factors that have influenced the funding level of the Fund over the intervaluation period are as follows:



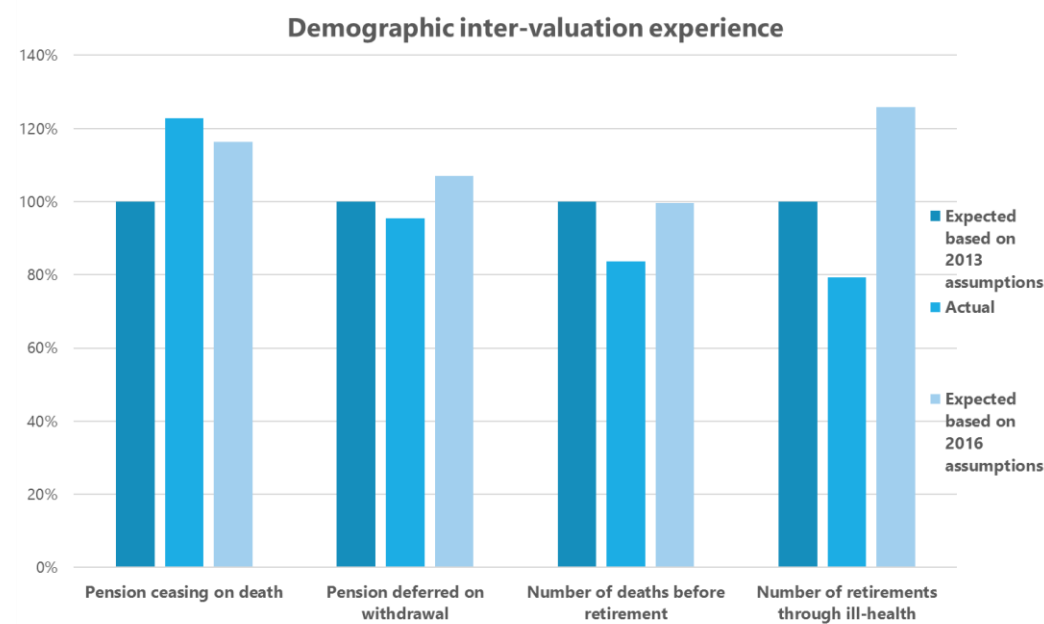
The funding level as a percentage has increased due to good investment returns, payment of employer deficit contributions and changes in the financial and demographic assumptions used.

The table below sets out the change in future service contribution rate over the intervaluation period:

Change in future service contribution rate	
	% of payroll
Average employer rate at 31 March 2013	13.3%
Change in financial assumptions	2.6%
Change in demographic assumptions	0.8%
Other including membership experience and expenses allowance	1.9%
Average employer rate at 31 March 2016	18.6%

Comparing experience with assumptions

A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2013 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2013.



Valuations on other bases

The liability value as set out in the previous section is known as the Fund's "funding target" and should be consistent with the Administering Authority's Funding Strategy Statement. However, as part of the valuation, we have also considered an estimate of the liabilities represented with all margins for prudence removed (the "neutral estimate").

Neutral estimate

The neutral basis is set with the main purpose of providing the Administering Authority an idea of the level of prudence contained within the funding basis. The neutral estimate represents our best estimate of the funding position, in other words, we believe that it is equally likely that the Fund will beat or miss the funding target based on the neutral assumptions derived.

For the assumptions used for the funding basis, it is appropriate to include a margin for prudence to protect against the risk of not meeting the funding target and to essentially build a cushion for future adverse experience.

The neutral estimate does not contain any margins for prudence.

The funding basis includes an allowance for prudence in the discount rate assumption only. The discount rate on the neutral basis is therefore 6.1% p.a. rather than 4.7% p.a. All other assumptions are consistent with the ongoing funding basis.

The funding level on the neutral basis was 102%.

Projected future results

The progression of the funding level over time is influenced by a large number of factors, including the experience of the Fund's membership, the investment return achieved and the contributions paid.

We estimate that three years after the valuation date (i.e. at the next valuation) the funding position on a funding basis will be 83%. This allows for contributions to be paid as described in Appendix 3 and assumes that investment returns and other experience over the next three years is in line with the assumptions used for the valuation as set out in Appendix 2. Any additional contributions made by employers over and above those certified would produce a higher projected funding level.

4 Sensitivity analysis

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.

Sensitivity analysis - Past service funding position					
	Final basis	Discount rate minus 0.1%	CPI Inflation minus 0.1%	Long term salary increases plus 0.1%	Long term rate of improvement 1.25%
	£m	£m	£m	£m	£m
Smoothed asset value	11,569	11,569	11,569	11,569	11,569
Past service liabilities					
Actives	5,148	5,263	5,033	5,187	5,085
Deferred pensioners	2,966	3,028	2,904	2,966	2,932
Pensioners	6,105	6,171	6,045	6,105	6,054
Total	14,219	14,462	13,982	14,258	14,070
Surplus (Deficit)	(2,650)	(2,893)	(2,413)	(2,689)	(2,501)
Funding level	81%	80%	83%	81%	82%

Sensitivities to the primary rate

The calculated primary 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.

Sensitivity analysis - Primary rate				
	Final basis	Discount rate minus 0.1%	CPI Inflation minus 0.1%	Long term rate of improvement 1.25%
	% of payroll	% of payroll	% of payroll	% of payroll
Total future service rate	24.7%	25.3%	24.1%	24.4%
less employee contribution rate	(6.4%)	(6.4%)	(6.4%)	(6.4%)
Total primary rate	18.3%	18.9%	17.7%	18.0%

5 Final comments

Funding Strategy Statement

The assumptions used for the valuation are 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
- Orphan liability risk
- Legislative risk.

Sensitivity to some of these risks were set out in section 4. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and will be set out in greater detail in the Funding Strategy Statement.

Rates and Adjustments Certificate

The contributions payable in respect of benefit accrual, expenses and any deficit contributions under each employer's recovery period have been set out in Appendix 3 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations. In this certificate no allowance will be 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 as set out in Appendix 3 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, this is targeted in line with the Fund's Funding Strategy Statement and all employers are projected to be fully funded by no later than 31 March 2036.

The contributions certified have been calculated using information gathered as part of the employer covenant review. This review considers the participating employer's financial positions and their ability to meet the required contribution rates which then in turn has influenced the recovery period used for each employer.

The employers have therefore fallen into three different categories:

- Category 1 – Government backed/guarantee and over 100% funded
- Category 2 – Guarantee in place/strong balance sheet
- Category 3 – Exiting employer/weak balance sheet

This document has been prepared by us as the Fund Actuary and is addressed to the Administering Authority. Contributions have been set that in our opinion meet the Regulatory requirements and the funding objectives set out in the Fund's Funding Strategy Statement.

The next formal valuation is due to be carried out as at 31 March 2019 however it has been agreed with the Fund that regular monitoring of the financial position of the Fund will be undertaken during the period leading up to the next formal valuation.



Graeme Muir FFA
Barnett Waddingham LLP

Appendix 1 Summary of membership data

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.

Actives	Number		Pensionable pay				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	24,002	n/a	576,769	n/a	24,030	n/a	45.1	n/a
Females	68,907	n/a	1,074,714	n/a	15,597	n/a	45.5	n/a
Total	92,909	87,724	1,651,483	1,622,658	17,775	18,497	45.4	49.6

Deferred pensioners (including "undecideds")	Number		Annual pensions current				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	30,316	n/a	65,135	n/a	2,149	n/a	46.3	n/a
Females	81,855	n/a	108,955	n/a	1,331	n/a	46.6	n/a
Total	112,171	95,691	174,090	125,602	1,552	1,313	46.5	49.0

Pensioners	Number		Annual pensions current				Average age	
			Total £000		Average £			
	2016	2013	2016	2013	2016	2013	2016	2013
Males	27,895	n/a	204,882	n/a	7,345	n/a	71.1	n/a
Females	45,582	n/a	159,625	n/a	3,502	n/a	70.3	n/a
Dependants	11,862	n/a	31,638	n/a	2,667	n/a	72.7	n/a
Total	85,339	77,937	396,145	363,278	4,642	4,661	70.9	68.9

- The undecideds are made up of individuals who have left active service but not yet retired and frozen members where there is unclaimed pension attached to these members.
- The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.

- Annual pensions are funded items only and include pension increases up to and including the 2016 pension increase order.
- Pensionable Pay is actual earnings.

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 2016 to 31 March 2020 as required under the Rates and Adjustment Certificate.

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 intervaluation years.

Projected new benefits		
Year to	Number of members	Retirement benefits £m's
31 March 2017	4,409	52
31 March 2018	4,755	60
31 March 2019	6,149	73
31 March 2020	5,955	72

Appendix 2 Actuarial assumptions

A summary of the assumptions adopted in the valuation is set out below:

Financial assumptions	31 March 2016	31 March 2013
Discount rate used to calculate past service liabilities (excluding orphan liabilities)	4.7% p.a.	4.6% p.a. (Gilts plus asset out performance assumption of 1.4% p.a.)
Discount rate used to value orphan liabilities	3.3% p.a.	n/a
Discount rate used to calculate future service cost	Same as past service discount rate	5.6% p.a. (CPI plus 3%)
Price inflation (RPI)	3.3% p.a.	3.6% p.a.
Price inflation (CPI)	2.4% p.a.	2.6% p.a.
Pension increases on GMP	Funds 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 Funds will be required to pay the entire inflationary increases.	Funds pay statutory limited increases for all members
Salary inflation – long-term	CPI plus 1.5% with additional promotional scale set with reference to the GAD tables (sample tables set out later in Appendix 2).	4.35% p.a. (CPI plus 1.75%) (including allowance for promotional increases)
Salary inflation – short-term	CPI (circa 1% p.a.) for the next four years from 31 March 2016 to 31 March 2020	1.0% p.a. (3/5 years depending on employer)
Volatility reserve – category 2 employers	5% loading on past service liability	n/a
Volatility reserve – category 3 employers	10% loading on past service liability	n/a

Mortality assumptions		31 March 2016	31 March 2013			
Pre-retirement mortality – base table	Set with reference to GAD tables with a rating of 120% for Males and 135% for Females (sample tables set out later in Appendix 2).		AC00 tables with adjustments of 73% (male) and 60% (female) to reflect the Fund’s membership profile			
Post-retirement mortality - base table	CMI Self-Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments		CMI Self-Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments			
	Type	Base table	Adjustment (M/F)	Type	Base table	Adjustment (M/F)
	Normal health	S2PA	110%/105%	Normal health	S1PA	99%/96%
	Ill health	S2PA	Normal health	Ill health	S1PA	Normal health + 3 years
	Dependants (current)	S2PMA/S2DFA	140%/110%	Dependants (current)	S1PMA/S1DFA	160%/114%
	Dependants (future)	S2PMA/S2DFA	140%/110%	Dependants (future)	S1PMA/S1DFA	106%/95%
Allowance for improvements in life expectancy	2015 CMI model with a long-term rate of improvement of 1.5% p.a.		2012 CMI model with a long-term rate of improvement of 1.5% p.a.			

Other demographic assumptions		31 March 2016	31 March 2013												
Partner age difference	Males are three years older than their spouse and females are three years younger than their spouse	Males are three years older than females													
Proportion married	There is a 75%/ 70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits	A sample of the proportion of the membership leaving a qualifying dependant (on death) is set out in the table below:													
		<table><tr><th>Age</th><th>% dependant (M)</th><th>% dependant (F)</th></tr><tr><td>25</td><td>45</td><td>25</td></tr><tr><td>45</td><td>59</td><td>61</td></tr><tr><td>65</td><td>72</td><td>64</td></tr></table>		Age	% dependant (M)	% dependant (F)	25	45	25	45	59	61	65	72	64
Age	% dependant (M)	% dependant (F)													
25	45	25													
45	59	61													
65	72	64													
Allowance for withdrawals	Same as used by Government Actuary's Department when LGPS reforms were designed and based on analysis of incidence of death, retirement and withdrawal for Local Authority Funds (sample tables set out later in Appendix 2).	Active members are assumed to leave the Fund at the following sample rates:													
		<table><tr><th>Age</th><th>Leaving p.a. (M)</th><th>Leaving p.a. (F)</th></tr><tr><td>25</td><td>13.5</td><td>14.92</td></tr><tr><td>35</td><td>3.39</td><td>4.18</td></tr><tr><td>45</td><td>1.69</td><td>2.59</td></tr></table>		Age	Leaving p.a. (M)	Leaving p.a. (F)	25	13.5	14.92	35	3.39	4.18	45	1.69	2.59
Age	Leaving p.a. (M)	Leaving p.a. (F)													
25	13.5	14.92													
35	3.39	4.18													
45	1.69	2.59													
Allowance for cash commutation	Members will commute pension at retirement to provide a lump sum of 50% of the additional maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension	50% of retiring members will take maximum tax-free cash available and 50% will take the standard 3/80ths cash sum for pre April 2008 service													
Allowance for expenses	Allowance made within discount rate based on administration expenses paid over the intervaluation period and an estimate of investment manager expenses	Expenses of administration are allowed for by adding 0.3% p.a. of Pensionable Pay to the contributions as required from participating employers.													

Other demographic assumptions	31 March 2016	31 March 2013
Allowance for early retirements (non-ill health)	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.	<p>Active members</p> <p>Joiners before 1 October 2006 with an eligible retirement age of 65 for receiving unreduced benefits earned prior to 1 April 2008 and all joiners on or after 1 October 2006:- Members are assumed to retire in normal health at age 65.</p> <p>Joiners before 1 October 2006 with an eligible retirement age of less than 65 for receiving unreduced benefits earned prior to 1 April 2008: Each member in this category is assumed to retire in normal health prior to age 65 in certain proportions as set out in the 2013 valuation report.</p> <p>Early retirement factors are applied where the assumed retirement age described above is below the member's eligible retirement age for unreduced benefits for the relevant tranche of service (i.e. pre 1 April 2008 and 1 April 2008 – 31 March 2013 for calculation of the liabilities, and 1 April 2013 – 31 March 2014 and post 1 April 2014 for the calculation of the Common Contribution Rate). Factors are in line with the standard Scheme factors produced by the Government Actuary's Department.</p> <p>Deferred members</p> <p>Deferred members retire at their earliest retirement age for receiving unreduced benefits. For pre 1 April 2008 service, the retirement age will be at some point between ages 60 and 65 depending on the length of a member's pensionable service and taking into account the "Rule of 85" provisions of the Regulations.</p> <p>For post 1 April 2008 service the retirement age will be 65, except for those members who have protected status under the transitional provisions.</p>

Other demographic assumptions	31 March 2016	31 March 2013
Allowance for early retirements (ill health)	Same as used by Government Actuary's Department when LGPS reforms were designed and based on analysis of incidence of death, retirement and withdrawal for Local Authority Funds (sample tables set out later in Appendix 2).	<p>Members can retire before their normal retirement age due to ill-health in certain circumstances. There are three levels of ill-health retirement, with each giving rise to different levels of benefit.</p> <p>A small proportion of the active membership is assumed to retire due to ill-health and is set out in the 2013 valuation report.</p>
Allowance for 50:50 membership	Based on members current section	5% of the total active membership will select this option
Allowance for discretionary benefits	No allowance	No allowance

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These are the same as those used by the Government Actuary's Department when LGPS reforms were designed and based on analysis of incidence of death retirement and withdrawal for Local Authority Funds saved here:

<http://www.lgpsregs.org/index.php/dclg-publications/dclg-other>

Allowance for ill health early retirements (GAD table b6.1)

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 decrement table used:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	0.01%	0.00%
30	0.01%	0.01%
35	0.02%	0.02%
40	0.05%	0.03%
45	0.10%	0.07%
50	0.20%	0.15%
55	0.41%	0.33%
60	0.84%	0.71%
65	1.72%	1.53%

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 for all members (GAD table b8)

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 unweighted rates from the decrement table used:

Age	Males	Females
25	0.03%	0.01%
30	0.04%	0.02%
35	0.05%	0.02%
40	0.06%	0.03%
45	0.09%	0.05%
50	0.13%	0.08%
55	0.21%	0.13%
60	0.32%	0.20%
65	0.51%	0.30%

Please note that, as described above, we have applied a rating of 120% for Males and 135% for Females to this GAD table.

Allowance for withdrawals (GAD table b7)

This assumption is regarding active members who leave service to move to deferred member status or take a transfer out but do not yet retire. Active members are assumed to leave service at the following sample rates:

Age	Leaving p.a. (M)	Leaving p.a. (F)
25	8.10%	9.08%
30	6.38%	7.20%
35	5.02%	5.71%
40	3.95%	4.53%
45	3.11%	3.59%
50	2.44%	2.85%
55	1.92%	2.26%
60	1.51%	1.79%
65	1.19%	1.42%

Promotional salary scale (using GAD table b9)

In addition to the assumption made about annual salary increases, we have also included an allowance for a promotional salary scale which applies at each age and some sample rates are set out in the table below:

Age	Males	Females
25	1.0368	1.0165
30	1.1177	1.0526
35	1.1741	1.0820
40	1.2137	1.1033
45	1.2472	1.1040
50	1.2715	1.1043
55	1.2716	1.1044
60	1.2717	1.1045

Appendix 3 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 2017 to 31 March 2020.

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 March 2017.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2017 to 31 March 2020 is set out in the table overleaf. The primary rate is the employer's share of the cost of benefits accruing in each of the three years beginning 1 April 2017. In addition each employer pays a secondary contribution as required under Regulation 62(7) set to pay off any funding deficit. The secondary rate combined with the primary rate results in the following 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 whole Fund is the weighted average (by payroll) of the individual employers' primary rates, and is 18.3% of payroll.

The sum of the employers' secondary rates (as a percentage of projected payroll and as an equivalent monetary amount) in each of the three years in the period 1 April 2017 to 31 March 2020 is set out in the table below.

Secondary contributions	2017/18	2018/19	2019/20
Average as a % of payroll	9.9%	9.8%	9.7%
Total monetary amounts	£165,168,725	£167,735,725	£168,774,979

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 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.

Employers may alter the timing of contributions and contributions payable can be adjusted once the certificate is in force on a basis agreed by the Administering Authority and ourselves.

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. The contributions below are adjusted for any such agreements in place in which case an actuarial discount is applied to the annual or triennial deficit lump sum payments as indicated in the end column of the table.

Regular monthly payments of contributions are due by the 19th of the following month.

In cases where an element of an existing Scheme employer's deficit is transferred to a new employer on its inception, the Scheme employer's deficit recovery contributions, as shown on the schedule to this Certificate, may be reallocated between the Scheme employer and the new employer to reflect this, on advice of the Actuary and as agreed with the Administering Authority so that the total payments remain the same overall.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
2	Birmingham City Council	18.3%	-3.0% plus £61.8m	-1.5% plus £61.8m	£61.5m	15.3% plus £61.8m (£125.0m)	16.8% plus £61.8m (£124.0m)	18.3% plus £61.5m (£124.2m)	i
3	Coventry City Council	18.0%	-1.2% plus £12.0m	-1.2% plus £12.0m	-1.2% plus £12.0m	16.8% plus £12.0m (£31.1m)	16.8% plus £12.0m (£31.1m)	16.8% plus £12.0m (£31.1m)	ii
4	Dudley MBC	18.6%	-3.2% plus £9.5m	-1.6% plus £9.7m	£9.6m	15.4% plus £9.5m (£30.2m)	17.0% plus £9.7m (£31.3m)	18.6% plus £9.6m (£32.3m)	iii
5	Sandwell MBC	17.7%	-3.0% plus £16.9m	-1.5% plus £17.0m	£16.9m	14.7% plus £16.9m (£16.9m)	16.2% plus £17.0m (£17.0m)	17.7% plus £16.9m (£16.9m)	iv
6	Solihull MBC	18.4%	-3.7% plus £5.0m	-1.9% plus £5.1m	£5.1m	14.7% plus £5.0m (£15.6m)	16.5% plus £5.1m (£16.6m)	18.4% plus £5.1m (£17.4m)	v
7	Walsall MBC	18.3%	-2.9% plus £14.0m	-1.4% plus £14.8m	£15.0m	15.4% plus £14.0m (£28.0m)	16.9% plus £14.8m (£30.2m)	18.3% plus £15.0m (£31.5m)	vi
8	Wolverhampton City Council	18.1%	-2.6% plus £13.3m	-1.3% plus £14.0m	£14.6m	15.5% plus £13.3m (£29.2m)	16.8% plus £14.0m	18.1% plus £14.6m	vii
103	West Midlands Fire & Civil Defence Authority	18.6%	£594,600	£588,100	£582,100	18.6% plus £594,600 (£2,718,600)	18.6% plus £588,100 (£2,627,100)	18.6% plus £582,100 (£2,541,000)	viii
110	The Chief Constable for West Midlands Police	16.9%	£3,026,300	£2,992,900	£2,962,300	16.9% plus £3,026,300 (£3,026,300)	16.9% plus £2,992,900 (2,992,900)	16.9% plus £2,962,300 (£2,962,300)	ix
1033	West Midlands Combined Authority	15.9%	-2.8% plus £0.8m	-1.4% plus £0.8m	£0.8m	13.1% plus £0.8m (£0.8m)	14.5% plus £0.8m (£0.8m)	15.9% plus £0.8m (£0.8m)	x

Specific notes

- i. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£373.2m).
- ii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£93.3m).
- iii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£93.8m).
- iv. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£50.8m).
- v. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£49.6m).
- vi. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£89.7m).
- vii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2018 will be paid in full in April 2017 (£29.2m). The future service contribution advance payments will be confirmed at the start of each year commencing 1 April.
- viii. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£7,886,700).
- ix. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£8,981,500).
- x. The amounts shown in brackets are due in the year, where a cash payment is being made in advance. The secondary rate amounts due for 1 April 2017 to 31 March 2020 will be paid in full in April 2017 (£2.4m).

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Colleges and universities									
84	Birmingham City University	15.5%	-1.9% plus £2,094,200	-0.9% plus £2,175,900	£2,260,800	13.6% plus £2,094,200	14.6% plus £2,175,900	15.5% plus £2,260,800	S
85	Coventry University	16.1%	-3.1% plus £1,906,000	-1.6% plus £1,980,300	£2,057,500	13.0% plus £1,906,000	14.5% plus £1,980,300	16.1% plus £2,057,500	C
86	University Of Wolverhampton (The)	18.1%	-3.6% plus £2,991,900	-1.8% plus £3,108,600	£3,229,800	14.5% plus £2,991,900	16.3% plus £3,108,600	18.1% plus £3,229,800	
115	University College Birmingham	17.8%	£322,500	£335,100	£348,200	17.8% plus £322,500	17.8% plus £335,100	17.8% plus £348,200	A
116	Bournville College of Further Education	16.1%	-3.4% plus £526,300	-1.7% plus £546,800	£568,100	12.7% plus £526,300	14.4% plus £546,800	16.1% plus £568,100	O
119	South and City College Birmingham	18.9%	-4.2% plus £1,233,500	-2.1% plus £1,281,600	£1,331,600	14.7% plus £1,233,500	16.8% plus £1,281,600	18.9% plus £1,331,600	P
122	Birmingham Metropolitan College	17.7%	-2.8% plus £1,150,000	-1.4% plus £1,195,000	£1,241,000	14.9% plus £1,150,000	16.3% plus £1,195,000	17.7% plus £1,241,000	J
125	Henley College	19.0%	-3.5% plus £140,100	-1.7% plus £145,600	-1.5% plus £151,300	15.5% plus £140,100	17.3% plus £145,600	19.0% plus £151,300	L
126	Hereward College	19.2%	-4.1% plus £100,200	-1.9% plus £104,100	£108,200	15.1% plus £100,200	17.3% plus £104,100	19.2% plus £108,200	M
127	Dudley College of Technology	17.7%	-3.3% plus £272,300	-1.6% plus £282,900	£293,900	14.4% plus £272,300	16.1% plus £282,900	17.7% plus £293,900	K

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
128	Halesowen College	16.8%	-3.6% plus £195,400	-1.8% plus £203,000	£210,900	13.2% plus £195,400	15.0% plus £203,000	16.8% plus £210,900	A
130	King Edward VI College	18.8%	£36,900	£38,300	£39,800	18.8% plus £36,900	18.8% plus £38,300	18.8% plus £39,800	
131	Sandwell College	18.6%	-3.8% plus £694,900	-1.9% plus £725,900	£758,100	14.8% plus £694,900	16.7% plus £725,900	18.6% plus £758,100	N
132	Solihull College	18.2%	-4.2% plus £364,400 plus see note G	-2.1% plus £446,200	£497,200	14.0% plus £364,400 plus see note G	16.1% plus £446,200	18.2% plus £497,200	A, G
133	Walsall College	16.3%	-3.2% plus £217,800	-1.6% plus £226,300	£235,100	13.1% plus £217,800	14.7% plus £226,300	16.3% plus £235,100	B, U
136	Cadbury Sixth Form College	18.9%	£47,700	£49,600	£51,500	18.9% plus £47,700	18.9% plus £49,600	18.9% plus £51,500	
137	Joseph Chamberlain College	17.0%	£53,700	£55,800	£58,000	17.0% plus £53,700	17.0% plus £55,800	17.0% plus £58,000	A
141	Solihull Sixth Form College (The)	20.5%	-3.7% plus £58,600	-1.9% plus £60,900	£63,300	16.8% plus £58,600	18.6% plus £60,900	20.5% plus £63,300	A
227	City of Wolverhampton College	19.2%	-3.8% plus £668,600	-1.9% plus £694,700	£721,800	15.4% plus £668,600	17.3% plus £694,700	19.2% plus £721,800	Q
270	City College, Coventry	16.2%	-2.1% plus £314,600	-1.1% plus £326,900	£339,600	14.1% plus £314,600	15.1% plus £326,900	16.2% plus £339,600	V

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
Academies and schools									
54	Wolverhampton Grammar School	18.7%	£700	£700	£700	18.7% plus £700	18.7% plus £700	18.7% plus £700	A
284	Walsall City Academy Trust Limited	20.9%	£2,300	£2,400	£2,500	20.9% plus £2,300	20.9% plus £2,400	20.9% plus £2,500	
305	Grace Academy	17.6%	£96,900	£100,700	£104,600	17.6% plus £96,900	17.6% plus £100,700	17.6% plus £104,600	
336	Sandwell Academy	19.4%	£37,000	£38,400	£39,900	19.4% plus £37,000	19.4% plus £38,400	19.4% plus £39,900	
347	The Collegiate Academy Trust	16.2%	£35,800	£37,200	£38,700	16.2% plus £35,800	16.2% plus £37,200	16.2% plus £38,700	
353	Q3 Academy	16.6%	£6,100	£6,300	£6,500	16.6% plus £6,100	16.6% plus £6,300	16.6% plus £6,500	A
364	CTC Kingshurst Academy	18.1%	£5,500	£5,700	£5,900	18.1% plus £5,500	18.1% plus £5,700	18.1% plus £5,900	
365	RSA Academy	15.7%	£31,300	£32,500	£33,800	15.7% plus £31,300	15.7% plus £32,500	15.7% plus £33,800	A
369	Ormiston Shelfield Community Academy	17.2%	£78,900	£82,000	£85,200	17.2% plus £78,900	17.2% plus £82,000	17.2% plus £85,200	
374	Ormiston Sandwell Community Academy	18.5%	£37,700	£39,200	£40,700	18.5% plus £37,700	18.5% plus £39,200	18.5% plus £40,700	A

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
375	Park Hall Academy	20.6%	-£2,000	-£2,100	-£2,200	20.6% minus £2,000	20.6% minus £2,100	20.6% minus £2,200	
376	City of Wolverhampton Academy Trust	16.4%	£118,900	£123,500	£128,300	16.4% plus £118,900	16.4% plus £123,500	16.4% plus £128,300	
378	Heartlands E-ACT Academy	18.8%	£62,000	£64,400	£66,900	18.8% plus £62,000	18.8% plus £64,400	18.8% plus £66,900	A
379	Shenley E-ACT Academy	17.3%	£92,900	£96,500	£100,300	17.3% plus £92,900	17.3% plus £96,500	17.3% plus £100,300	A
380	Ark Schools St Albans Academy	21.1%	£47,900	£49,800	£51,700	21.1% plus £47,900	21.1% plus £49,800	21.1% plus £51,700	
389	Sidney Stringer Academy Trust	18.1%	£82,500	£85,700	£89,000	18.1% plus £82,500	18.1% plus £85,700	18.1% plus £89,000	
395	King Edward VI Sheldon Heath Academy	17.8%	-£7,300	-£7,600	-£7,900	17.8% minus £7,300	17.8% minus £7,600	17.8% minus £7,900	
396	North Birmingham E-ACT Academy	20.0%	£85,600	£88,900	£92,400	20.0% plus £85,600	20.0% plus £88,900	20.0% plus £92,400	A
397	Harborne Academy	17.3%	£33,000	£34,300	£35,600	17.3% plus £33,000	17.3% plus £34,300	17.3% plus £35,600	
399	Arden Academy Trust	17.2%	£7,500	£7,800	£8,100	17.2% plus £7,500	17.2% plus £7,800	17.2% plus £8,100	
402	Park Hall Infant Academy	20.1%	£24,100	£25,000	£26,000	20.1% plus £24,100	20.1% plus £25,000	20.1% plus £26,000	A

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
403	St Patricks Church of England Primary Academy	18.8%	£8,100	£8,400	£8,700	18.8% plus £8,100	18.8% plus £8,400	18.8% plus £8,700	A
404	Tudor Grange Academy Solihull Trust	19.6%	£77,800	£80,800	£84,000	19.6% plus £77,800	19.6% plus £80,800	19.6% plus £84,000	
410	John Henry Newman Catholic College	16.0%	£80,100	£83,200	£86,400	16.0% plus £80,100	16.0% plus £83,200	16.0% plus £86,400	
413	Windsor High School and Sixth Form	18.4%	-2.7% plus £46,600	-1.3% plus £48,400	£50,300	15.7% plus £46,600	17.1% plus £48,400	18.4% plus £50,300	
414	Wood Green Academy	17.4%	£42,000	£43,600	£45,300	17.4% plus £42,000	17.4% plus £43,600	17.4% plus £45,300	
415	Ninestiles Academy Trust	20.5%	£113,300	£117,700	£122,300	20.5% plus £113,300	20.5% plus £117,700	20.5% plus £122,300	
416	Lordswood Girls School and Sixth Form Centre - Lordswood Academies Trust	18.7%	£39,600	£41,100	£42,700	18.7% plus £39,600	18.7% plus £41,100	18.7% plus £42,700	
417	Ryder Hayes Academy Trust	18.3%	£18,300	£19,000	£19,700	18.3% plus £18,300	18.3% plus £19,000	18.3% plus £19,700	A
418	Kings Norton Girl's School and Language College	18.3%	£35,400	£36,800	£38,200	18.3% plus £35,400	18.3% plus £36,800	18.3% plus £38,200	
420	Shire Oak Academy Trust	19.9%	£78,200	£81,200	£84,400	19.9% plus £78,200	19.9% plus £81,200	19.9% plus £84,400	
421	Bartley Green School	17.4%	-2.9% plus £58,500	- 1.5% plus £60,800	£63,200	14.5% plus £58,500	15.9% plus £60,800	17.4% plus £63,200	A

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
422	Blue Coat Church of England Academy Limited (The)	17.6%	£33,700	£35,000	£36,400	17.6% plus £33,700	17.6% plus £35,000	17.6% plus £36,400	
423	Queen Mary's High School (Walsall)	19.7%	£48,100	£50,000	£52,000	19.7% plus £48,100	19.7% plus £50,000	19.7% plus £52,000	
424	Queen Mary's Grammar School (Walsall)	19.3%	£52,800	£54,900	£57,000	19.3% plus £52,800	19.3% plus £54,900	19.3% plus £57,000	
425	Sutton Coldfield Grammar School for Girls Academy Trust	20.9%	£76,100	£79,100	£82,200	20.9% plus £76,100	20.9% plus £79,100	20.9% plus £82,200	
426	Whitley Academy	17.8%	£58,900	£61,200	£63,600	17.8% plus £58,900	17.8% plus £61,200	17.8% plus £63,600	
427	Aston Manor Academy	17.2%	£44,600	£46,300	£48,100	17.2% plus £44,600	17.2% plus £46,300	17.2% plus £48,100	
429	Heart of England School	20.3%	£49,600	£51,500	£53,500	20.3% plus £49,600	20.3% plus £51,500	20.3% plus £53,500	
430	Light Hall School	20.4%	£37,300	£38,800	£40,300	20.4% plus £37,300	20.4% plus £38,800	20.4% plus £40,300	
431	Holly Hall Academy	17.4%	£25,000	£26,000	£27,000	17.4% plus £25,000	17.4% plus £26,000	17.4% plus £27,000	
432	Barr Beacon School Matrix Academy Trust	16.9%	£47,500	£49,400	£51,300	16.9% plus £47,500	16.9% plus £49,400	16.9% plus £51,300	A
433	Woodlands Academy	18.0%	£40,400	£42,000	£43,600	18.0% plus £40,400	18.0% plus £42,000	18.0% plus £43,600	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
434	Rookery School	19.2%	£28,600	£29,700	£30,900	19.2% plus £28,600	19.2% plus £29,700	19.2% plus £30,900	
435	Finham Park School Academy	19.1%	£98,300	£102,100	£106,100	19.1% plus £98,300	19.1% plus £102,100	19.1% plus £106,100	A
436	Langley School	20.0%	£56,300	£58,500	£60,800	20.0% plus £56,300	20.0% plus £58,500	20.0% plus £60,800	
437	Alderbrook School	21.5%	-4.2% plus £57,100	-2.1% plus £59,300	£61,600	17.3% plus £57,100	19.4% plus £59,300	21.5% plus £61,600	A
438	Lode Heath School	21.6%	£26,700	£27,700	£28,800	21.6% plus £26,700	21.6% plus £27,700	21.6% plus £28,800	
439	Westwood Academy	19.6%	£55,100	£57,200	£59,400	19.6% plus £55,100	19.6% plus £57,200	19.6% plus £59,400	
440	Holyhead School	17.5%	£51,800	£53,800	£55,900	17.5% plus £51,800	17.5% plus £53,800	17.5% plus £55,900	
441	Fairfax School (Academy)	18.3%	£96,200	£100,000	£103,900	18.3% plus £96,200	18.3% plus £100,000	18.3% plus £103,900	
442	Tile Hill Wood School and Language College	20.9%	£77,900	£80,900	£84,100	20.9% plus £77,900	20.9% plus £80,900	20.9% plus £84,100	
443	Deanery Church of England School	18.3%	£40,600	£42,200	£43,800	18.3% plus £40,600	18.3% plus £42,200	18.3% plus £43,800	
444	Plantsbrook School - Plansbrook Learning Trust	20.0%	£76,200	£79,200	£82,300	20.0% plus £76,200	20.0% plus £79,200	20.0% plus £82,300	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
445	Oldbury Academy	16.9%	£63,100	£65,600	£68,200	16.9% plus £63,100	16.9% plus £65,600	16.9% plus £68,200	A
446	Hillcrest School and Sixth Form Centre	20.4%	£37,200	£38,700	£40,200	20.4% plus £37,200	20.4% plus £38,700	20.4% plus £40,200	
447	Ormiston George Salter Academy	18.3%	£21,700	£22,500	£23,400	18.3% plus £21,700	18.3% plus £22,500	18.3% plus £23,400	
448	King Edward VI Camp Hill School for Boys (Academy)	21.3%	£56,100	£58,300	£60,600	21.3% plus £56,100	21.3% plus £58,300	21.3% plus £60,600	
449	King Edward VI Camp Hill School for Girls (Academy)	18.9%	£28,900	£30,000	£31,200	18.9% plus £28,900	18.9% plus £30,000	18.9% plus £31,200	
450	King Edward VI Handsworth School (Academy)	20.9%	£53,200	£55,300	£57,500	20.9% plus £53,200	20.9% plus £55,300	20.9% plus £57,500	
451	King Edward VI Five Ways School (Academy)	19.7%	£65,200	£67,700	£70,300	19.7% plus £65,200	19.7% plus £67,700	19.7% plus £70,300	
452	King Edward VI Aston School (Academy)	18.9%	£40,500	£42,100	£43,700	18.9% plus £40,500	18.9% plus £42,100	18.9% plus £43,700	
454	High Arcal School Academy Trust (The)	17.6%	£43,200	£44,900	£46,700	17.6% plus £43,200	17.6% plus £44,900	17.6% plus £46,700	
455	Arthur Terry Learning Partnership	18.3%	£254,100	£264,000	£274,300	18.3% plus £254,100	18.3% plus £264,000	18.3% plus £274,300	
456	The Kingswinford School	19.8%	-4.1% plus £17,000	-2.7% plus £17,700	-1.4% plus £18,400	15.7% plus £17,000	17.1% plus £17,700	18.4% plus £18,400	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
458	Nishkam School Trust	14.7%	£7,300	£7,600	£7,900	14.7% plus £7,300	14.7% plus £7,600	14.7% plus £7,900	
460	Heath Park Academy - Central Learning Partnership Trust	17.1%	£64,700	£67,200	£69,800	17.1% plus £64,700	17.1% plus £67,200	17.1% plus £69,800	A
463	Streetly Academy (The)	18.3%	£92,200	£95,800	£99,500	18.3% plus £92,200	18.3% plus £95,800	18.3% plus £99,500	
467	Ormiston Forge Academy	17.0%	£61,500	£63,900	£66,400	17.0% plus £61,500	17.0% plus £63,900	17.0% plus £66,400	
471	Earls High School (The)	17.9%	£33,500	£34,800	£36,200	17.9% plus £33,500	17.9% plus £34,800	17.9% plus £36,200	
474	Park Hall Junior Academy	19.8%	£24,000	£24,900	£25,900	19.8% plus £24,000	19.8% plus £24,900	19.8% plus £25,900	A
475	Joseph Leckie Academy Trust	19.5%	£130,000	£135,100	£140,400	19.5% plus £130,000	19.5% plus £135,100	19.5% plus £140,400	
476	Willenhall E-ACT Academy	18.0%	£75,500	£78,400	£81,500	18.0% plus £75,500	18.0% plus £78,400	18.0% plus £81,500	A
477	Hall Green Secondary School	19.1%	£87,400	£90,800	£94,300	19.1% plus £87,400	19.1% plus £90,800	19.1% plus £94,300	
478	Rockwood Academy - The Core Education Trust	18.7%	£33,500	£34,800	£36,200	18.7% plus £33,500	18.7% plus £34,800	18.7% plus £36,200	
480	Bishop Vesey's Grammar School	20.8%	£44,000	£45,700	£47,500	20.8% plus £44,000	20.8% plus £45,700	20.8% plus £47,500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
481	Mesty Croft Academy	17.9%	£10,700	£11,100	£11,500	17.9% plus £10,700	17.9% plus £11,100	17.9% plus £11,500	
487	Wilson Stuart School	16.1%	£96,600	£100,400	£104,300	16.1% plus £96,600	16.1% plus £100,400	16.1% plus £104,300	
488	Hockley Heath Academy	19.3%	£8,700	£9,000	£9,400	19.3% plus £8,700	19.3% plus £9,000	19.3% plus £9,400	
493	Warren Farm Primary School	16.1%	£23,600	£24,500	£25,500	16.1% plus £23,600	16.1% plus £24,500	16.1% plus £25,500	
496	Aldridge School - A Science College	18.0%	£67,700	£70,300	£73,000	18.0% plus £67,700	18.0% plus £70,300	18.0% plus £73,000	
498	Moseley Park School - Central Learning Partnership Trust	18.7%	£31,300	£32,500	£33,800	18.7% plus £31,300	18.7% plus £32,500	18.7% plus £33,800	A
499	St John's C of E Primary School	17.9%	£37,500	£39,000	£40,500	17.9% plus £37,500	17.9% plus £39,000	17.9% plus £40,500	
501	Coundon Court Academy	19.6%	£101,600	£105,600	£109,700	19.6% plus £101,600	19.6% plus £105,600	19.6% plus £109,700	
506	Great Barr Primary School	18.4%	£35,900	£37,300	£38,800	18.4% plus £35,900	18.4% plus £37,300	18.4% plus £38,800	A
507	Timberley Academy Trust	16.5%	£34,900	£36,300	£37,700	16.5% plus £34,900	16.5% plus £36,300	16.5% plus £37,700	
525	Victoria Park Primary Academy	17.9%	£47,500	£49,400	£51,300	17.9% plus £47,500	17.9% plus £49,400	17.9% plus £51,300	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
526	Erdington Hall Primary Academy - Ninestiles Academy Trust	20.3%	£43,500	£45,200	£47,000	20.3% plus £43,500	20.3% plus £45,200	20.3% plus £47,000	
527	Balsall Common Primary Academy	17.9%	£24,800	£25,800	£26,800	17.9% plus £24,800	17.9% plus £25,800	17.9% plus £26,800	
528	Woodlands Academy of Learning	17.7%	£24,700	£25,700	£26,700	17.7% plus £24,700	17.7% plus £25,700	17.7% plus £26,700	
533	Aston University Engineering Academy Birmingham	16.6%	-£800	-£800	-£800	16.6% minus £800	16.6% minus £800	16.6% minus £800	
536	St Michael's C of E Primary Academy Handsworth	17.5%	£9,600	£10,000	£10,400	17.5% plus £9,600	17.5% plus £10,000	17.5% plus £10,400	
537	St Mary's C of E Primary Academy and Nursery	20.9%	£23,400	£24,300	£25,200	20.9% plus £23,400	20.9% plus £24,300	20.9% plus £25,200	
538	ARK Rose Primary Academy	19.9%	£6,900	£7,200	£7,500	19.9% plus £6,900	19.9% plus £7,200	19.9% plus £7,500	
540	Green Meadow Academy	18.4%	£42,100	£43,700	£45,400	18.4% plus £42,100	18.4% plus £43,700	18.4% plus £45,400	
542	ARK Tindal Primary Academy	18.0%	£27,200	£28,300	£29,400	18.0% plus £27,200	18.0% plus £28,300	18.0% plus £29,400	
544	George Dixon Academy	16.7%	£40,200	£41,800	£43,400	16.7% plus £40,200	16.7% plus £41,800	16.7% plus £43,400	
545	Nansen Primary School - The Core Education Trust	16.4%	£86,600	£90,000	£93,500	16.4% plus £86,600	16.4% plus £90,000	16.4% plus £93,500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
549	Perry Beeches - The Academy	15.9%	£75,400	£78,300	£81,400	15.9% plus £75,400	15.9% plus £78,300	15.9% plus £81,400	
550	Handsworth Wood Girls' Academy	19.4%	£52,700	£54,800	£56,900	19.4% plus £52,700	19.4% plus £54,800	19.4% plus £56,900	
551	Dorrington Academy Trust	19.0%	£45,300	£47,100	£48,900	19.0% plus £45,300	19.0% plus £47,100	19.0% plus £48,900	
552	ARK Kings Academy	19.2%	£42,400	£44,100	£45,800	19.2% plus £42,400	19.2% plus £44,100	19.2% plus £45,800	
557	St Peters Church of England Academy Trust	21.3%	£72,800	£75,600	£78,500	21.3% plus £72,800	21.3% plus £75,600	21.3% plus £78,500	
558	Jubilee Academy Mossley - ATT	17.8%	£17,400	£18,100	£18,800	17.8% plus £17,400	17.8% plus £18,100	17.8% plus £18,800	
563	Nechells Primary E-ACT Academy	20.4%	£16,100	£16,700	£17,400	20.4% plus £16,100	20.4% plus £16,700	20.4% plus £17,400	A
564	Ormiston Academy Trust	14.6%	-£114,000	-£118,400	-£123,000	14.6% minus £114,000	14.6% minus £118,400	14.6% minus £123,000	
565	EBN Free School	16.2%	-£400	-£400	-£400	16.2% minus £400	16.2% minus £400	16.2% minus £400	
566	Croft Primary Academy - The Elliot Foundation Trust	16.7%	£17,900	£18,600	£19,300	16.7% plus £17,900	16.7% plus £18,600	16.7% plus £19,300	I
567	Lordswood Boys School - Lordswood Academies Trust	19.5%	£36,100	£37,500	£39,000	19.5% plus £36,100	19.5% plus £37,500	19.5% plus £39,000	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
570	Chilwell Croft Academy - Equitas Academies Trust	17.5%	£25,600	£26,600	£27,600	17.5% plus £25,600	17.5% plus £26,600	17.5% plus £27,600	
575	Goldsmith Primary Academy - Windsor Academy Trust	15.5%	0.2% plus £32,000	1.6% plus £33,200	2.9% plus £34,500	15.7% plus £32,000	17.1% plus £33,200	18.4% plus £34,500	
576	Kings Rise Academy - The Elliot Foundation Academy Trust	18.6%	£27,300	£28,400	£29,500	18.6% plus £27,300	18.6% plus £28,400	18.6% plus £29,500	I
578	Alston Primary School- Leigh Trust	16.7%	£107,900	£112,100	£116,500	16.7% plus £107,900	16.7% plus £112,100	16.7% plus £116,500	
579	Greenholm Primary School	17.2%	£26,100	£27,100	£28,200	17.2% plus £26,100	17.2% plus £27,100	17.2% plus £28,200	
580	Blue Coat Church of England (Walsall) Trust	18.1%	£44,600	£46,300	£48,100	18.1% plus £44,600	18.1% plus £46,300	18.1% plus £48,100	
581	Caludon Castle School	17.6%	£61,200	£63,600	£66,100	17.6% plus £61,200	17.6% plus £63,600	17.6% plus £66,100	
582	Percy Shurmer Primary School	15.9%	£38,900	£40,400	£42,000	15.9% plus £38,900	15.9% plus £40,400	15.9% plus £42,000	
585	Woden Primary - Central Learning Partnership Trust	18.2%	£33,500	£34,800	£36,200	18.2% plus £33,500	18.2% plus £34,800	18.2% plus £36,200	A
586	West Walsall E-ACT Academy	17.6%	£141,000	£146,500	£152,200	17.6% plus £141,000	17.6% plus £146,500	17.6% plus £152,200	A
587	Birmingham Ormiston Academy	13.9%	£16,300	£16,900	£17,600	13.9% plus £16,300	13.9% plus £16,900	13.9% plus £17,600	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
621	St Clements C of E Academy Nechells	15.0%	£8,800	£9,100	£9,500	15.0% plus £8,800	15.0% plus £9,100	15.0% plus £9,500	
625	Oasis Community Learning - Blakenhale Junior	17.9%	£15,600	£16,200	£16,800	17.9% plus £15,600	17.9% plus £16,200	17.9% plus £16,800	
626	Oasis Community Learning - Woodview School	18.6%	£30,500	£31,700	£32,900	18.6% plus £30,500	18.6% plus £31,700	18.6% plus £32,900	
628	Oasis Community Learning - Blakenhale Infants	19.0%	£16,300	£16,900	£17,600	19.0% plus £16,300	19.0% plus £16,900	19.0% plus £17,600	
630	Lea Forest Primary Academy - Academies Enterprise Trust	18.7%	£34,000	£35,300	£36,700	18.7% plus £34,000	18.7% plus £35,300	18.7% plus £36,700	
631	Four Dwellings Primary Academy - Academies Enterprise Trust	16.8%	£45,000	£46,800	£48,600	16.8% plus £45,000	16.8% plus £46,800	16.8% plus £48,600	
633	Tame Valley Academy - Education Central MAT	18.3%	£14,900	£15,500	£16,100	18.3% plus £14,900	18.3% plus £15,500	18.3% plus £16,100	
634	Shirestone Community Academy - The Elliot Foundation Academies Trust	18.7%	£17,600	£18,300	£19,000	18.7% plus £17,600	18.7% plus £18,300	18.7% plus £19,000	I
637	Oasis Community Learning - Short Heath Primary	19.5%	£20,600	£21,400	£22,200	19.5% plus £20,600	19.5% plus £21,400	19.5% plus £22,200	
638	Aldersley Academies Trust	18.6%	£68,500	£71,200	£74,000	18.6% plus £68,500	18.6% plus £71,200	18.6% plus £74,000	
639	Yardleys School	15.8%	£70,400	£73,100	£76,000	15.8% plus £70,400	15.8% plus £73,100	15.8% plus £76,000	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
641	Rough Hays Primary - Elliot Foundation Trust	18.0%	£36,800	£38,200	£39,700	18.0% plus £36,800	18.0% plus £38,200	18.0% plus £39,700	
647	Billesley Primary Academy - The Elliot Foundation Academies Trust	19.0%	£52,900	£55,000	£57,100	19.0% plus £52,900	19.0% plus £55,000	19.0% plus £57,100	I
649	Merritts Brook E-ACT Primary Academy	19.2%	£14,700	£15,300	£15,900	19.2% plus £14,700	19.2% plus £15,300	19.2% plus £15,900	A
650	St Michael's C of E Primary School Bartley Green	21.4%	£24,700	£25,700	£26,700	21.4% plus £24,700	21.4% plus £25,700	21.4% plus £26,700	
651	Reedswood E-ACT Primary Academy	17.9%	£42,000	£43,600	£45,300	17.9% plus £42,000	17.9% plus £43,600	17.9% plus £45,300	A
652	James Brindley School	16.2%	£135,500	£140,800	£146,300	16.2% plus £135,500	16.2% plus £140,800	16.2% plus £146,300	A
656	Oaklands Primary - Ninestiles Academy Trust	18.7%	£26,400	£27,400	£28,500	18.7% plus £26,400	18.7% plus £27,400	18.7% plus £28,500	
657	Greenwood Academy - Academies Enterprise Trust	17.3%	£71,800	£74,600	£77,500	17.3% plus £71,800	17.3% plus £74,600	17.3% plus £77,500	
658	Tudor Grange Primary Academy St James	22.3%	£1,500	£1,600	£1,700	22.3% plus £1,500	22.3% plus £1,600	22.3% plus £1,700	
659	Mansfield Green E-ACT Primary Academy	18.9%	£36,900	£38,300	£39,800	18.9% plus £36,900	18.9% plus £38,300	18.9% plus £39,800	A
660	Parkfield Academies Trust	16.4%	£55,800	£58,000	£60,300	16.4% plus £55,800	16.4% plus £58,000	16.4% plus £60,300	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
664	City Road Academy - Birmingham City University Academy Trust	18.4%	£67,300	£69,900	£72,600	18.4% plus £67,300	18.4% plus £69,900	18.4% plus £72,600	A
667	Bramford Primary - Griffin Academy Trust	20.1%	£57,300	£59,500	£61,800	20.1% plus £57,300	20.1% plus £59,500	20.1% plus £61,800	
668	Bristnall Hall - The Academy Transformation Trust	16.2%	£68,900	£71,600	£74,400	16.2% plus £68,900	16.2% plus £71,600	16.2% plus £74,400	
669	Redhill School	19.9%	£75,000	£77,900	£80,900	19.9% plus £75,000	19.9% plus £77,900	19.9% plus £80,900	
670	Baverstock Academy - The Leap Academy Trust	19.7%	£158,700	£164,900	£171,300	19.7% plus £158,700	19.7% plus £164,900	19.7% plus £171,300	
671	Edgar Stammers Academy - Education Central MAT	18.4%	£24,800	£25,800	£26,800	18.4% plus £24,800	18.4% plus £25,800	18.4% plus £26,800	
673	Knowle C of E Primary Academy	21.4%	£35,000	£36,400	£37,800	21.4% plus £35,000	21.4% plus £36,400	21.4% plus £37,800	
675	St Joseph's - John Paul II Multi-Academy	19.3%	£28,800	£29,900	£31,100	19.3% plus £28,800	19.3% plus £29,900	19.3% plus £31,100	
676	St Nicholas' - John Paul II Multi-Academy	21.8%	£27,400	£28,500	£29,600	21.8% plus £27,400	21.8% plus £28,500	21.8% plus £29,600	
677	Holy Cross - John Paul II Multi-Academy	22.2%	£30,200	£31,400	£32,600	22.2% plus £30,200	22.2% plus £31,400	22.2% plus £32,600	
678	Bishop Walsh- John Paul II Multi-Academy	20.5%	£108,300	£112,500	£116,900	20.5% plus £108,300	20.5% plus £112,500	20.5% plus £116,900	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
679	ACE Academy - Education Central MAT (The)	15.1%	£63,700	£66,200	£68,800	15.1% plus £63,700	15.1% plus £66,200	15.1% plus £68,800	
680	St John's and St Peter's C of E Academy - All Saints MAT	20.2%	£13,200	£13,700	£14,200	20.2% plus £13,200	20.2% plus £13,700	20.2% plus £14,200	
682	St George's Academy C of E Academy	19.7%	£27,400	£28,500	£29,600	19.7% plus £27,400	19.7% plus £28,500	19.7% plus £29,600	
683	Acocks Green Primary Academy	19.0%	£57,500	£59,700	£62,000	19.0% plus £57,500	19.0% plus £59,700	19.0% plus £62,000	
685	Washwood Heath Academy - Washwood Heath MAT	17.2%	0.5% plus £188,200	0.5% plus £195,500	0.5% plus £203,100	17.7% plus £188,200	17.7% plus £195,500	17.7% plus £203,100	
686	Perry Hall Primary School	16.1%	£33,500	£34,800	£36,200	16.1% plus £33,500	16.1% plus £34,800	16.1% plus £36,200	
690	Oasis Community Learning - Matthew Boulton	17.1%	£33,500	£34,800	£36,200	17.1% plus £33,500	17.1% plus £34,800	17.1% plus £36,200	
691	Four Dwelling Secondary Academy - Academies Enterprise Trust	18.8%	£55,900	£58,100	£60,400	18.8% plus £55,900	18.8% plus £58,100	18.8% plus £60,400	
692	Oasis Community Learning - Hobmoor Primary	16.6%	£67,000	£69,600	£72,300	16.6% plus £67,000	16.6% plus £69,600	16.6% plus £72,300	
693	Timbertree Primary - United Learning Academies	16.3%	£9,700	£10,100	£10,500	16.3% plus £9,700	16.3% plus £10,100	16.3% plus £10,500	
694	George Betts Academy - The Elliot Foundation Academies Trust	15.6%	£59,500	£61,800	£64,200	15.6% plus £59,500	15.6% plus £61,800	15.6% plus £64,200	I

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
695	Hamstead Hall Academy Trust	19.4%	£145,100	£150,800	£156,700	19.4% plus £145,100	19.4% plus £150,800	19.4% plus £156,700	
696	Corngreaves Primary - United Learning Academies	17.1%	£23,500	£24,400	£25,400	17.1% plus £23,500	17.1% plus £24,400	17.1% plus £25,400	
697	Shireland Hall Academy - The Elliot Foundation Academies Trust	15.4%	£57,600	£59,800	£62,100	15.4% plus £57,600	15.4% plus £59,800	15.4% plus £62,100	I
698	Stretton Primary Academy - Diocese of Coventry MAT	17.6%	£16,600	£17,200	£17,900	17.6% plus £16,600	17.6% plus £17,200	17.6% plus £17,900	
699	St Laurence's Primary Academy - Diocese of Coventry MAT	19.6%	£35,100	£36,500	£37,900	19.6% plus £35,100	19.6% plus £36,500	19.6% plus £37,900	
700	Yarnfield Academy - Ninestiles Academy Trust	20.0%	£83,700	£87,000	£90,400	20.0% plus £83,700	20.0% plus £87,000	20.0% plus £90,400	
701	President Kennedy School	18.7%	£113,800	£118,200	£122,800	18.7% plus £113,800	18.7% plus £118,200	18.7% plus £122,800	
702	Hawkesley Church Primary Academy	23.2%	£51,000	£53,000	£55,100	23.2% plus £51,000	23.2% plus £53,000	23.2% plus £55,100	
703	Birchills Academy - St Chads Academies Trust	16.6%	£21,600	£22,400	£23,300	16.6% plus £21,600	16.6% plus £22,400	16.6% plus £23,300	
704	Montgomery Primary Academy - Academies Enterprise Trust	15.9%	£43,000	£44,700	£46,400	15.9% plus £43,000	15.9% plus £44,700	15.9% plus £46,400	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
705	Fairway School - Educational Central MAT	19.0%	£34,100	£35,400	£36,800	19.0% plus £34,100	19.0% plus £35,400	19.0% plus £36,800	
708	Jubilee Park Academy Trust	19.8%	£42,100	£43,700	£45,400	19.8% plus £42,100	19.8% plus £43,700	19.8% plus £45,400	
709	Ocker Hill Academy Trust	17.5%	£19,900	£20,700	£21,500	17.5% plus £19,900	17.5% plus £20,700	17.5% plus £21,500	
711	Three Spires Academy - RNIB Specialist Learning Trust	17.5%	£39,800	£41,400	£43,000	17.5% plus £39,800	17.5% plus £41,400	17.5% plus £43,000	
712	Silvertrees Academy Trust	19.8%	£63,400	£65,900	£68,500	19.8% plus £63,400	19.8% plus £65,900	19.8% plus £68,500	
713	Pegasus Academy - Ninestiles Academy Trust	20.4%	£30,800	£32,000	£33,200	20.4% plus £30,800	20.4% plus £32,000	20.4% plus £33,200	
719	St Edmund's Catholic Academy - Bishop Cleary Catholic MAC	18.0%	£90,600	£94,100	£97,800	18.0% plus £90,600	18.0% plus £94,100	18.0% plus £97,800	
720	SS Mary and St John's Academy - Bishop Cleary Catholic MAC	19.5%	£16,900	£17,600	£18,300	19.5% plus £16,900	19.5% plus £17,600	19.5% plus £18,300	
721	St Teresa's Catholic Primary Academy - Bishop Cleary Catholic MAC	17.1%	£9,000	£9,400	£9,800	17.1% plus £9,000	17.1% plus £9,400	17.1% plus £9,800	
722	Holy Trinity C of E Primary Academy (Handsworth)	18.4%	£32,300	£33,600	£34,900	18.4% plus £32,300	18.4% plus £33,600	18.4% plus £34,900	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
723	The Giffard Catholic Primary Academy and Nursery - Bishop Cleary Catholic MAC	20.2%	£22,600	£23,500	£24,400	20.2% plus £22,600	20.2% plus £23,500	20.2% plus £24,400	
725	St Michael's Catholic Primary Academy and Nursery - Bishop Cleary Catholic MAC	19.2%	£17,300	£18,000	£18,700	19.2% plus £17,300	19.2% plus £18,000	19.2% plus £18,700	
726	Tiverton Academy - Elliot Foundation Academies Trust	17.4%	£34,000	£35,300	£36,700	17.4% plus £34,000	17.4% plus £35,300	17.4% plus £36,700	I
727	St Joseph's Academy - St John Bosco CAT	16.1%	£11,100	£11,500	£11,900	16.1% plus £11,100	16.1% plus £11,500	16.1% plus £11,900	
728	Bishop Milner Academy - St John Bosco CAT	17.7%	£47,200	£49,000	£50,900	17.7% plus £47,200	17.7% plus £49,000	17.7% plus £50,900	
729	St Chads Academy - St John Bosco CAT	19.1%	£11,900	£12,400	£12,900	19.1% plus £11,900	19.1% plus £12,400	19.1% plus £12,900	
730	Bentley Heath Church of England Primary School	18.7%	£24,200	£25,100	£26,100	18.7% plus £24,200	18.7% plus £25,100	18.7% plus £26,100	
731	Reaside Academy - Education Central MAT	23.8%	£14,600	£15,200	£15,800	23.8% plus £14,600	23.8% plus £15,200	23.8% plus £15,800	
735	St George's Academy Newtown	17.5%	£15,000	£15,600	£16,200	17.5% plus £15,000	17.5% plus £15,600	17.5% plus £16,200	
737	St Bartholomew C of E Academy	18.7%	£35,100	£36,500	£37,900	18.7% plus £35,100	18.7% plus £36,500	18.7% plus £37,900	
738	Coventry University Enterprises Limited	22.9%	-£55,300	-£57,500	-£59,700	22.9% minus £55,300	22.9% minus £57,500	22.9% minus £59,700	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
740	Hill Farm Academy - Castle Phoenix Trust	18.7%	£32,800	£34,100	£35,400	18.7% plus £32,800	18.7% plus £34,100	18.7% plus £35,400	
742	Orchards Primary Academy - Education Central MAT (The)	19.2%	£37,500	£39,000	£40,500	19.2% plus £37,500	19.2% plus £39,000	19.2% plus £40,500	
744	Wednesbury Oak Primary Academy	17.4%	£41,000	£42,600	£44,300	17.4% plus £41,000	17.4% plus £42,600	17.4% plus £44,300	
745	Robin Hood Academy	18.5%	£67,500	£70,100	£72,800	18.5% plus £67,500	18.5% plus £70,100	18.5% plus £72,800	
746	Woodhouse Primary Academy - Education Central MAT	19.1%	£81,100	£84,300	£87,600	19.1% plus £81,100	19.1% plus £84,300	19.1% plus £87,600	
749	Broadway Academy	18.2%	£97,300	£101,100	£105,000	18.2% plus £97,300	18.2% plus £101,100	18.2% plus £105,000	
751	Radford Primary Academy - Sidney Stringer Academy Trust	19.6%	£22,800	£23,700	£24,600	19.6% plus £22,800	19.6% plus £23,700	19.6% plus £24,600	
752	Ernesford Grange Community Academy - Sidney Stringer Academy Trust	18.1%	£91,900	£95,500	£99,200	18.1% plus £91,900	18.1% plus £95,500	18.1% plus £99,200	
753	Chivenor Primary School - Griffin Schools Trust	20.1%	£47,000	£48,800	£50,700	20.1% plus £47,000	20.1% plus £48,800	20.1% plus £50,700	
754	Rivers Primary Academy - Windsor Academy Trust	16.6%	-0.9% plus £18,400	0.5% plus £19,100	1.8% plus £19,800	15.7% plus £18,400	15.7% plus £18,400	18.4% plus £19,800	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
760	Walsall Studio School - The Vine Trust	11.8%	-	-	-	11.8%	11.8%	11.8%	
761	Waverley Studio College	13.6%	-£1,600	-£1,700	-£1,800	13.6% minus £1,600	13.6% minus £1,700	13.6% minus £1,800	
762	Twickenham Primary Academy	18.1%	£58,000	£60,300	£62,700	18.1% plus £58,000	18.1% plus £60,300	18.1% plus £62,700	
763	Grestone Primary Academy - Academies Enterprise Trust	18.4%	£65,900	£68,500	£71,200	18.4% plus £65,900	18.4% plus £68,500	18.4% plus £71,200	
766	St Paul's C of E Primary Academy	19.1%	£26,300	£27,300	£28,400	19.1% plus £26,300	19.1% plus £27,300	19.1% plus £28,400	
768	Leigh Primary Academy - Leigh Trust	17.0%	£117,200	£121,800	£126,600	17.0% plus £117,200	17.0% plus £121,800	17.0% plus £126,600	
770	Education Central Multi Academy Trust	14.4%	£600	£600	£600	14.4% plus £600	14.4% plus £600	14.4% plus £600	
771	Wodensborough Academy - Ormiston Academies Trust	19.1%	£119,200	£123,800	£128,600	19.1% plus £119,200	19.1% plus £123,800	19.1% plus £128,600	
772	Ridgewood High School - King Edward's Stourbridge Academy Trust	19.4%	£44,800	£46,500	£48,300	19.4% plus £44,800	19.4% plus £46,500	19.4% plus £48,300	
776	Wolverhampton Girls High School	19.1%	£63,700	£66,200	£68,800	19.1% plus £63,700	19.1% plus £66,200	19.1% plus £68,800	
777	St Jude's Academy - The Wulfrun Academies Trust	16.3%	£52,200	£54,200	£56,300	16.3% plus £52,200	16.3% plus £54,200	16.3% plus £56,300	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
778	Oasis Community Learning - Foundry Primary	18.0%	£37,500	£39,000	£40,500	18.0% plus £37,500	18.0% plus £39,000	18.0% plus £40,500	
779	Riverbank Academy - Sidney Stringer Academy Trust	19.2%	£41,000	£42,600	£44,300	19.2% plus £41,000	19.2% plus £42,600	19.2% plus £44,300	
783	Berrybrook Academy - Perry Hall MAT	14.6%	£19,800	£20,600	£21,400	14.6% plus £19,800	14.6% plus £20,600	14.6% plus £21,400	
784	Reach Free School	19.6%	£1,600	£1,700	£1,800	19.6% plus £1,600	19.6% plus £1,700	19.6% plus £1,800	
785	WMG Academy for Young Engineers	18.6%	-£800	-£800	-£800	18.6% minus £800	18.6% minus £800	18.6% minus £800	
787	Cottesbrooke Infant and Nursery School	21.3%	£51,300	£53,300	£55,400	21.3% plus £51,300	21.3% plus £53,300	21.3% plus £55,400	
794	Smestow School - Education Central MAT	19.6%	£114,300	£118,800	£123,400	19.6% plus £114,300	19.6% plus £118,800	19.6% plus £123,400	
795	Northwood Park Primary Academy	17.7%	£40,500	£42,100	£43,700	17.7% plus £40,500	17.7% plus £42,100	17.7% plus £43,700	
796	Marston Green Infant Academy	15.3%	£21,800	£22,700	£23,600	15.3% plus £21,800	15.3% plus £22,700	15.3% plus £23,600	
797	Smith's Wood Primary School	16.4%	£48,400	£50,300	£52,300	16.4% plus £48,400	16.4% plus £50,300	16.4% plus £52,300	
812	Northern House School Academy Trust	16.3%	£11,300	£11,700	£12,200	16.3% plus £11,300	16.3% plus £11,700	16.3% plus £12,200	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
814	St John's C of E Primary Academy - Diocese of Coventry MAT	20.7%	£17,500	£18,200	£18,900	20.7% plus £17,500	20.7% plus £18,200	20.7% plus £18,900	
816	Heathlands Academy - Education Central MAT (The)	18.2%	£50,100	£52,100	£54,100	18.2% plus £50,100	18.2% plus £52,100	18.2% plus £54,100	
817	Wednesfield High School - Education Central MAT (The)	18.1%	£89,700	£93,200	£96,800	18.1% plus £89,700	18.1% plus £93,200	18.1% plus £96,800	
818	Albert Bradbeer Junior School- Education Central MAT (The)	17.3%	£84,300	£87,600	£91,000	17.3% plus £84,300	17.3% plus £87,600	17.3% plus £91,000	
824	Sacred Heart Academy - Romero MAC	18.0%	£27,500	£28,600	£29,700	18.0% plus £27,500	18.0% plus £28,600	18.0% plus £29,700	
825	St Gregory's School Coventry - Romero MAC	21.2%	£24,800	£25,800	£26,800	21.2% plus £24,800	21.2% plus £25,800	21.2% plus £26,800	
826	Good Shepherd Primary School - Romero MAC	17.9%	£27,200	£28,300	£29,400	17.9% plus £27,200	17.9% plus £28,300	17.9% plus £29,400	
827	SS Peter and Paul Catholic Primary School - Romero MAC	14.7%	£6,300	£6,500	£6,800	14.7% plus £6,300	14.7% plus £6,500	14.7% plus £6,800	
828	St John Fisher Primary School - Romero MAC	18.8%	£32,900	£34,200	£35,500	18.8% plus £32,900	18.8% plus £34,200	18.8% plus £35,500	
829	St Patrick's Catholic Primary School - Romero MAC	19.1%	£30,800	£32,000	£33,200	19.1% plus £30,800	19.1% plus £32,000	19.1% plus £33,200	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
830	Cardinal Wiseman Catholic School - Romero MAC	18.7%	£121,200	£125,900	£130,800	18.7% plus £121,200	18.7% plus £125,900	18.7% plus £130,800	
831	Corpus Christi Catholic Primary School - Romero MAC	14.6%	£20,400	£21,200	£22,000	14.6% plus £20,400	14.6% plus £21,200	14.6% plus £22,000	
832	All Saints National Academy- St Chad's Academy Trust	18.5%	£15,300	£15,900	£16,500	18.5% plus £15,300	18.5% plus £15,900	18.5% plus £16,500	
845	Bournville School and Sixth Form Centre - Fairfax MAT	17.6%	-2.7% plus £101,600	-1.3% plus £105,600	£109,700	14.9% plus £101,600	16.3% plus £105,600	17.6% plus £109,700	
846	St Gregory's Academy - St Catherine of Siena MAC	20.4%	£20,300	£21,100	£21,900	20.4% plus £20,300	20.4% plus £21,100	20.4% plus £21,900	
847	Our Lady and St Hubert's Primary Academy - St Catherine of Siena MAC	20.6%	£22,200	£23,100	£24,000	20.6% plus £22,200	20.6% plus £23,100	20.6% plus £24,000	
848	St Francis Xavier Academy - St Catherine of Siena MAC	15.7%	£39,100	£40,600	£42,200	15.7% plus £39,100	15.7% plus £40,600	15.7% plus £42,200	
849	St Philip's Catholic Primary Academy - St Catherine of Siena MAC	17.2%	£29,100	£30,200	£31,400	17.2% plus £29,100	17.2% plus £30,200	17.2% plus £31,400	
850	The University of Birmingham School	15.3%	£200	£200	£200	15.3% plus £200	15.3% plus £200	15.3% plus £200	
853	Devonshire Infant Academy - Victoria Park MAT	19.2%	£70,000	£72,700	£75,500	19.2% plus £70,000	19.2% plus £72,700	19.2% plus £75,500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
854	Seva Free School - Sevak Educational Trust	16.4%	£500	£500	£500	16.4% plus £500	16.4% plus £500	16.4% plus £500	
856	Devonshire Junior Academy - Victoria Park MAT	18.2%	£28,600	£29,700	£30,900	18.2% plus £28,600	18.2% plus £29,700	18.2% plus £30,900	
857	Town Junior School - Plantsbrook Academy Trust	20.1%	£17,600	£18,300	£19,000	20.1% plus £17,600	20.1% plus £18,300	20.1% plus £19,000	
859	St Brigid's Catholic Primary School - Lumen Christi Catholic MAT	20.3%	£25,400	£26,400	£27,400	20.3% plus £25,400	20.3% plus £26,400	20.3% plus £27,400	
860	St Columba's Catholic Primary School - Lumen Christi Catholic MAT	18.4%	£25,200	£26,200	£27,200	18.4% plus £25,200	18.4% plus £26,200	18.4% plus £27,200	
863	St Joseph's Catholic Primary School - Lumen Christi Catholic MAT	23.8%	£11,500	£11,900	£12,400	23.8% plus £11,500	23.8% plus £11,900	23.8% plus £12,400	
864	Our Lady of Fatima Catholic Primary School - St. Nicholas Owen Catholic MAC	19.1%	£22,400	£23,300	£24,200	19.1% plus £22,400	19.1% plus £23,300	19.1% plus £24,200	
865	St Mary's Catholic Primary School - St Nicholas Owen Catholic MAC	19.9%	£10,500	£10,900	£11,300	19.9% plus £10,500	19.9% plus £10,900	19.9% plus £11,300	
866	Calthorpe Academy	16.0%	£189,300	£196,700	£204,400	16.0% plus £189,300	16.0% plus £196,700	16.0% plus £204,400	A
867	Crestwood Academy	18.3%	£29,600	£30,800	£32,000	18.3% plus £29,600	18.3% plus £30,800	18.3% plus £32,000	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
868	Hillstone Junior and Infants Academy	18.0%	£73,900	£76,800	£79,800	18.0% plus £73,900	18.0% plus £76,800	18.0% plus £79,800	
869	Ellowes Hall Sports Academy - Invictus Education Trust	18.7%	£51,200	£53,200	£55,300	18.7% plus £51,200	18.7% plus £53,200	18.7% plus £55,300	
871	Wyndcliffe Primary School Leigh Trust	17.4%	£87,000	£90,400	£93,900	17.4% plus £87,000	17.4% plus £90,400	17.4% plus £93,900	
872	Brownmead Primary Academy - Washwood Heath MAT	20.1%	-2.4% plus £33,200	-2.4% plus £34,500	-2.4% plus £35,800	17.7% plus £33,200	17.7% plus £34,500	17.7% plus £35,800	
873	Manor Primary School - Manor MAT	19.2%	£33,100	£34,400	£35,700	19.2% plus £33,100	19.2% plus £34,400	19.2% plus £35,700	
878	St John's C of E Primary Academy - St. Chad's Academy Trust	13.9%	£10,700	£11,100	£11,500	13.9% plus £10,700	13.9% plus £11,100	13.9% plus £11,500	
881	St Martin's C of E Primary School - St. Martin's MAT	16.2%	£8,400	£8,700	£9,000	16.2% plus £8,400	16.2% plus £8,700	16.2% plus £9,000	
882	St Paul's Catholic Primary - Lumen Christi Catholic MAT	20.4%	£21,700	£22,500	£23,400	20.4% plus £21,700	20.4% plus £22,500	20.4% plus £23,400	
883	St James's Catholic Primary School - Lumen Christi Catholic MAT	18.9%	£23,500	£24,400	£25,400	18.9% plus £23,500	18.9% plus £24,400	18.9% plus £25,400	
884	St Joseph's Catholic Primary School - St Nicholas Owen Catholic MAC	15.4%	£16,700	£17,400	£18,100	15.4% plus £16,700	15.4% plus £17,400	15.4% plus £18,100	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
885	St Thomas Aquinas Catholic Primary School - Lumen Christi Catholic MAT	19.0%	£145,300	£151,000	£156,900	19.0% plus £145,300	19.0% plus £151,000	19.0% plus £156,900	
887	Field View Primary School - St Martin's MAT	15.2%	£33,600	£34,900	£36,300	15.2% plus £33,600	15.2% plus £34,900	15.2% plus £36,300	
888	Walsall Adult Community College	18.9%	-£9,900	-£10,300	-£10,700	18.9% minus £9,900	18.9% minus £10,300	18.9% minus £10,700	
894	Jervoise School - DRB Ignite MAT	18.6%	£28,200	£29,300	£30,400	18.6% plus £28,200	18.6% plus £29,300	18.6% plus £30,400	
895	Wychall Primary School - DRB Ignite MAT	17.4%	£72,000	£74,800	£77,700	17.4% plus £72,000	17.4% plus £74,800	17.4% plus £77,700	
896	Holy Rosary Catholic Primary - Pope John XXIII MAC	20.2%	£20,400	£21,200	£22,000	20.2% plus £20,400	20.2% plus £21,200	20.2% plus £22,000	
897	St Mary's Catholic Primary - Pope John XXIII MAT	19.1%	£47,000	£48,800	£50,700	19.1% plus £47,000	19.1% plus £48,800	19.1% plus £50,700	
898	Our Lady and St Chad's Catholic Sports College - Pope John XXIII MAC	18.1%	£64,200	£66,700	£69,300	18.1% plus £64,200	18.1% plus £66,700	18.1% plus £69,300	
899	Corpus Christi Catholic Primary - Pope John XXIII MAC	18.6%	£26,900	£27,900	£29,000	18.6% plus £26,900	18.6% plus £27,900	18.6% plus £29,000	
900	St Thomas CE Academy - All Saints MAT	16.0%	£31,300	£32,500	£33,800	16.0% plus £31,300	16.0% plus £32,500	16.0% plus £33,800	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
903	Saltley Academy - Washwood Heath MAT	17.5%	0.2% plus £84,100	0.2% plus £87,400	0.2% plus £90,800	17.7% plus £84,100	17.7% plus £87,400	17.7% plus £90,800	
904	Barr's Hill School Academy - The Futures Trust	18.9%	£74,900	£77,800	£80,800	18.9% plus £74,900	18.9% plus £77,800	18.9% plus £80,800	
908	Walsgrave C of E Academy - Inspire Education Trust	17.4%	£22,500	£23,400	£24,300	17.4% plus £22,500	17.4% plus £23,400	17.4% plus £24,300	
909	Clifford Bridge Academy - Inspire Education Trust	19.5%	£19,700	£20,500	£21,300	19.5% plus £19,700	19.5% plus £20,500	19.5% plus £21,300	
910	Whittle Academy - Inspire Education Trust	15.3%	£19,800	£20,600	£21,400	15.3% plus £19,800	15.3% plus £20,600	15.3% plus £21,400	
911	Lyndon Academy - Ninestiles Academy Trust	22.2%	£30,800	£32,000	£33,200	22.2% plus £30,800	22.2% plus £32,000	22.2% plus £33,200	
912	Waverley School - The Waverley Education Foundation Ltd	17.4%	£105,900	£110,000	£114,300	17.4% plus £105,900	17.4% plus £110,000	17.4% plus £114,300	
916	Heathfield Primary School - Prince Albert Community Trust	15.2%	£44,100	£45,800	£47,600	15.2% plus £44,100	15.2% plus £45,800	15.2% plus £47,600	
917	Bloxwich Academy- Matrix Academy Trust	20.1%	£114,300	£118,800	£123,400	20.1% plus £114,300	20.1% plus £118,800	20.1% plus £123,400	A
918	Moor Green Primary Academy- REAch2 MAT	17.3%	£23,300	£24,200	£25,100	17.3% plus £23,300	17.3% plus £24,200	17.3% plus £25,100	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
919	Prince Albert Primary School - Prince Albert Community Trust	15.9%	£90,100	£93,600	£97,300	15.9% plus £90,100	15.9% plus £93,600	15.9% plus £97,300	
921	British Sikh School (The) - The Khalsa Academies Trust	15.9%	-£100	-£100	-£100	15.9% minus £100	15.9% minus £100	15.9% minus £100	
922	Northfield Manor Primary Academy - Victoria Academy Trust	17.2%	£48,900	£50,800	£52,800	17.2% plus £48,900	17.2% plus £50,800	17.2% plus £52,800	
923	Ark Chamberlain Academy	17.2%	£15,700	£16,300	£16,900	17.2% plus £15,700	17.2% plus £16,300	17.2% plus £16,900	
924	Ark Boulton Academy	17.9%	£87,000	£90,400	£93,900	17.9% plus £87,000	17.9% plus £90,400	17.9% plus £93,900	
932	Edge Academy (The)	16.1%	-£500	-£500	-£500	16.1% minus £500	16.1% minus £500	16.1% minus £500	
934	Bromley-Pensnett Primary School (The) - DRB Ignite MAT	19.9%	£33,300	£34,600	£35,900	19.9% plus £33,300	19.9% plus £34,600	19.9% plus £35,900	
936	Manor Way Primary Academy - Windsor Academy Trust	21.5%	-5.8% plus £12,900	-4.4% plus £13,400	-3.1% plus £13,900	15.7% plus £12,900	17.1% plus £13,400	18.4% plus £13,900	
938	West Midlands Construction UTC Trust	15.9%	-	-	-	15.9%	15.9%	15.9%	
940	Elston Hall Primary School - Elston Hall MAT	15.9%	£66,400	£69,000	£71,700	15.9% plus £66,400	15.9% plus £69,000	15.9% plus £71,700	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
941	Sidney Stringer Free Primary School - Sidney Stringer Academy Trust	15.0%	£200	£200	£200	15.0% plus £200	15.0% plus £200	15.0% plus £200	
944	Health Futures UTC	14.0%	-£300	-£300	-£300	14.0% minus £300	14.0% minus £300	14.0% minus £300	
948	King Solomon International Business School (The)	17.6%	-£800	-£800	-£800	17.6% minus £800	17.6% minus £800	17.6% minus £800	
949	Westcroft Sport & Vocational College - Central Learning Partnership Trust	17.6%	£44,000	£45,700	£47,500	17.6% plus £44,000	17.6% plus £45,700	17.6% plus £47,500	A
952	Romero Catholic Academy (The)	16.8%	£100	£100	£100	16.8% plus £100	16.8% plus £100	16.8% plus £100	
953	Inspire Education Trust	21.7%	-£200	-£200	-£200	21.7% minus £200	21.7% minus £200	21.7% minus £200	
956	Highfields School	16.9%	£100,400	£104,300	£108,400	16.9% plus £100,400	16.9% plus £104,300	16.9% plus £108,400	
959	Manor Park Primary Academy - REAch2 Academy Trust	18.1%	£44,400	£46,100	£47,900	18.1% plus £44,400	18.1% plus £46,100	18.1% plus £47,900	
962	Northern House School (City of Wolverhampton) - Northern House School Academy Trust	20.3%	£38,400	£39,900	£41,500	20.3% plus £38,400	20.3% plus £39,900	20.3% plus £41,500	
963	Pool Hayes Academy- ATT	16.9%	£127,300	£132,300	£137,500	16.9% plus £127,300	16.9% plus £132,300	16.9% plus £137,500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
964	Nonsuch Primary School-Barchelai Academy Trust	21.1%	£28,600	£29,700	£30,900	21.1% plus £28,600	21.1% plus £29,700	21.1% plus £30,900	
971	Wolverhampton Vocational Training Centre - Central Learning Partnership Trust	14.5%	£800	£800	£800	14.5% plus £800	14.5% plus £800	14.5% plus £800	A
984	Finham Park 2	18.9%	-	-	-	18.9%	18.9%	18.9%	A
Other scheduled bodies and resolution bodies									
55	Chelmsley Wood Town Council	21.0%	£800	£800	£800	21.0% plus £800	21.0% plus £800	21.0% plus £800	
76	Fordbridge Parish Council	21.0%	-£1,500	-£1,600	-£1,700	21.0% minus £1,500	21.0% minus £1,600	21.0% minus £1,700	
175	Coventry and Solihull Waste Disposal Company Limited (The)	24.4%	£212,500	£220,800	£229,400	24.4% plus £212,500	24.4% plus £220,800	24.4% plus £229,400	
217	Smith's Wood Parish Council	19.0%	£1,000	£1,000	£1,000	19.0% plus £1,000	19.0% plus £1,000	19.0% plus £1,000	
232	Meriden Parish Council	27.0%	-£400	-£400	-£400	27.0% minus £400	27.0% minus £400	27.0% minus £400	
237	Balsall Parish Council	16.9%	£500	£500	£500	16.9% plus £500	16.9% plus £500	16.9% plus £500	
248	Castle Bromwich Parish Council	21.0%	-£700	-£700	-£700	21.0% minus £700	21.0% minus £700	21.0% minus £700	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
300	Solihull Community Housing Limited	19.9%	-£30,200	-£31,400	-£32,600	19.9% minus £30,200	19.9% minus £31,400	19.9% minus £32,600	
318	Wolverhampton Homes	19.2%	£339,100	£352,300	£366,000	19.2% plus £339,100	19.2% plus £352,300	19.2% plus £366,000	
331	Kingshurst Parish Council	24.3%	-£200	-£200	-£200	24.3% minus £200	24.3% minus £200	24.3% minus £200	
479	Birmingham Museums Limited	17.8%	-£109,400	-£113,700	-£118,100	17.8% minus £109,400	17.8% minus £113,700	17.8% minus £118,100	
706	Cheswick Green Parish Council	20.9%	-	-	-	20.9%	20.9%	20.9%	
803	Police and Crime Commissioner West Midlands	16.7%	£16,800	£17,500	£18,200	16.7% plus £16,800	16.7% plus £17,500	16.7% plus £18,200	
889	Futurelets Limited	21.1%	£11,900	£12,400	£12,900	21.1% plus £11,900	21.1% plus £12,400	21.1% plus £12,900	
946	Bickenhill & Marston Green Parish Council	23.2%	-£100	-£100	-£100	23.2% minus £100	23.2% minus £100	23.2% minus £100	
Admission bodies									
45	Black Country Museum Trust Ltd (The)	25.2%	£51,900	£53,900	£56,000	25.2% plus £51,900	25.2% plus £53,900	25.2% plus £56,000	
47	BID	33.8%	£24,900	£25,900	£26,900	33.8% plus £24,900	33.8% plus £25,900	33.8% plus £26,900	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
49	Central England Law Centre Limited	25.8%	£21,900	£22,800	£23,700	25.8% plus £21,900	25.8% plus £22,800	25.8% plus £23,700	A
53	Age Concern Birmingham - VSOP	26.0%	-£400	-£400	-£400	26.0% minus £400	26.0% minus £400	26.0% minus £400	
59	Wolverhampton Voluntary Sector Council	23.3%	-5.3% plus £14,700	-2.7% plus £15,300	£15,900	18.0% plus £14,700	20.6% plus £15,300	23.3% plus £15,900	
180	New Park Village Tenant Management Organisation	17.4%	£19,600	£20,400	£21,200	17.4% plus £19,600	17.4% plus £20,400	17.4% plus £21,200	
181	Marketing Birmingham Limited	17.1%	£77,300	£80,300	£83,400	17.1% plus £77,300	17.1% plus £80,300	17.1% plus £83,400	
182	Light House Media Centre	13.0%	See note H	See note H	See note H	See note H	See note H	See note H	H
192	Friendship Care and Housing Limited	25.3%	£27,200	£28,300	£29,400	25.3% plus £27,200	25.3% plus £28,300	25.3% plus £29,400	
193	St Columba's Day Care Centre	23.4%	-3.5% plus £3,700	-2.2% plus £3,800	£3,900	19.9% plus £3,700	21.2% plus £3,800	23.4% plus £3,900	
201	Sandwell Community Caring Trust (The)	20.3%	£14,900	£15,500	£16,100	20.3% plus £14,900	20.3% plus £15,500	20.3% plus £16,100	
202	Palfrey Community Association	21.3%	-£4,500	-£4,700	-£4,900	21.3% minus £4,500	21.3% minus £4,700	21.3% minus £4,900	
208	Penderels Trust Limited (The)	25.4%	£2,800	£2,900	£3,000	25.4% plus £2,800	25.4% plus £2,900	25.4% plus £3,000	A

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
214	Bushbury Hill Estate Management Board Limited	17.5%	£14,200	£14,800	£15,400	17.5% plus £14,200	17.5% plus £14,800	17.5% plus £15,400	
216	Brownhills Community Association Limited	29.0%	See note H	See note H	See note H	See note H	See note H	See note H	H
218	Sickle Cell and Thalassaemia Support Project (Wolverhampton)	13.8%	£14,000	£14,500	£15,100	13.8% plus £14,000	13.8% plus £14,500	13.8% plus £15,100	
219	Coventry Sports Trust Limited	22.3%	£78,800	£81,900	£85,100	22.3% plus £78,800	22.3% plus £81,900	22.3% plus £85,100	
224	Optima Community Association	23.0%	£107,100	£111,300	£115,600	23.0% plus £107,100	23.0% plus £111,300	23.0% plus £115,600	
225	Delves East Estate Management Limited	23.3%	£25,300	£26,300	£27,300	23.3% plus £25,300	23.3% plus £26,300	23.3% plus £27,300	
226	Life Education Centres West Midlands	12.0%	£1,000 plus see note D	£1,000 plus see note D	£1,000 plus see note D	12.0% plus £1,000 plus see note D	12.0% plus £1,000 plus see note D	12.0% plus £1,000 plus see note D	D
230	HOME-START (STOCKLAND GREEN / ERDINGTON)	33.1%	-7.9% plus see note E	-3.9% plus see note E	See note E	25.2% plus see note E	29.2% plus see note E	33.1% plus see note E	E
233	Wildside Activity Centre	18.6%	-£1,600	-£1,700	-£1,800	18.6% minus £1,600	18.6% minus £1,700	18.6% minus £1,800	
236	Whitefriars Housing Group Limited	18.9%	£859,000	£892,500	£927,300	18.9% plus £859,000	18.9% plus £892,500	18.9% plus £927,300	T
239	Manor Farm Community Association	18.3%	£8,600	£8,900	£9,200	18.3% plus £8,600	18.3% plus £8,900	18.3% plus £9,200	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
240	Bloomsbury Local Management Organisation Limited	24.1%	£33,900	£35,200	£36,600	24.1% plus £33,900	24.1% plus £35,200	24.1% plus £36,600	
244	Galliford (UK) Limited	27.8%	£19,700	£20,500	£21,300	27.8% plus £19,700	27.8% plus £20,500	27.8% plus £21,300	
246	Lieutenancy Services (West Midlands) Limited	26.6%	£10,400	£10,800	£11,200	26.6% plus £10,400	26.6% plus £10,800	26.6% plus £11,200	
259	Steps to Work (Walsall) Ltd	22.4%	£47,900	£49,800	£51,700	22.4% plus £47,900	22.4% plus £49,800	22.4% plus £51,700	
260	Home Start Walsall	21.1%	£4,800	£5,000	£5,200	21.1% plus £4,800	21.1% plus £5,000	21.1% plus £5,200	
262	Murray Hall Community Trust Limited	21.2%	£57,300	£59,500	£61,800	21.2% plus £57,300	21.2% plus £59,500	21.2% plus £61,800	R
266	Sandbank Tenant Management Organisation Limited	25.1%	£700	£700	£700	25.1% plus £700	25.1% plus £700	25.1% plus £700	
274	Walsall Housing Group Limited	18.6%	-£987,500	-£1,026,000	-£1,066,000	18.6% minus £987,500	18.6% minus £1,026,000	18.6% minus £1,066,000	
276	Amey Highways Limited	18.6%	£8,600	£8,900	£9,200	18.6% plus £8,600	18.6% plus £8,900	18.6% plus £9,200	
279	Leamore Residents Association Limited	16.6%	£17,200	£17,900	£18,600	16.6% plus £17,200	16.6% plus £17,900	16.6% plus £18,600	
282	Northern Housing Consortium Limited	14.4%	£63,200	£65,700	£68,300	14.4% plus £63,200	14.4% plus £65,700	14.4% plus £68,300	A

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
287	WATMOS Community Homes	17.6%	£33,900	£35,200	£36,600	17.6% plus £33,900	17.6% plus £35,200	17.6% plus £36,600	
289	Chuckery Tenant Management Organisation Limited	20.0%	£500	£500	£500	20.0% plus £500	20.0% plus £500	20.0% plus £500	
291	Voyage Care Limited	19.0%	-£7,300	-£7,600	-£7,900	19.0% minus £7,300	19.0% minus £7,600	19.0% minus £7,900	
297	Black Country Partnership NHS Foundation Trust	24.5%	£37,400	£38,900	£40,400	24.5% plus £37,400	24.5% plus £38,900	24.5% plus £40,400	
299	Solihull Care Limited	26.8%	£9,700	£10,100	£10,500	26.8% plus £9,700	26.8% plus £10,100	26.8% plus £10,500	
301	Sandwell Leisure Trust	15.3%	£47,300	£49,100	£51,000	15.3% plus £47,300	15.3% plus £49,100	15.3% plus £51,000	
306	Pell Frishman Consultants Limited	30.8%	-£400	-£400	-£400	30.8% minus £400	30.8% minus £400	30.8% minus £400	
311	Enterprise AOL Managed Services Limited (Telford/Wrekin)	26.3%	£52,000	-	-	26.3% plus £52,000	26.3%	26.3%	
317	Mitie PFI Limited	28.8%	-£2,900	-£3,000	-£3,100	28.8% minus £2,900	28.8% minus £3,000	28.8% minus £3,100	
320	Enterprise Managed Services Ltd (Wolverhampton)	20.1%	-£132,700	-£137,900	-£143,300	20.1% minus £132,700	20.1% minus £137,900	20.1% minus £143,300	
325	Integral UK Limited (Coventry)	29.6%	£1,400	£1,500	£1,600	29.6% plus £1,400	29.6% plus £1,500	29.6% plus £1,600	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
326	Black Country Consortium Limited	15.7%	-£12,400	-£12,900	-£13,400	15.7% minus £12,400	15.7% minus £12,900	15.7% minus £13,400	
332	Service Birmingham Ltd	16.2%	-£93,900	-£97,600	-£101,400	16.2% minus £93,900	16.2% minus £97,600	16.2% minus £101,400	
334	BME United Limited	25.4%	£8,100	£8,400	£8,700	25.4% plus £8,100	25.4% plus £8,400	25.4% plus £8,700	
337	Dovecotes TMO	23.5%	£2,300	£2,400	£2,500	23.5% plus £2,300	23.5% plus £2,400	23.5% plus £2,500	A
340	Midland Heart Ltd	24.7%	£11,600	£12,100	£12,600	24.7% plus £11,600	24.7% plus £12,100	24.7% plus £12,600	A
342	Engie Services Limited	26.4%	£31,100	£32,300	£33,600	26.4% plus £31,100	26.4% plus £32,300	26.4% plus £33,600	
352	Enterprise Managed Services Ltd (Solihull)	24.0%	-£54,400	-£56,500	-£58,700	24.0% minus £54,400	24.0% minus £56,500	24.0% minus £58,700	
359	Housing 21	24.7%	-£122,500	-£127,300	-£132,300	24.7% minus £122,500	24.7% minus £127,300	24.7% minus £132,300	
361	Alliance in Partnership Limited - Camp Hill	29.5%	-£1,900	-£2,000	-	29.5% minus £1,900	29.5% minus £2,000	29.5%	
362	Titan Partnership	44.7%	-£200	-£200	-£200	44.7% minus £200	44.7% minus £200	44.7% minus £200	
367	BAM Construct UK Limited	20.9%	-£2,100	-£2,200	-£2,300	20.9% minus £2,100	20.9% minus £2,200	20.9% minus £2,300	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
370	Tarmac Limited	23.2%	-£83,000	-	-	23.2% minus £83,000	23.2%	23.2%	
372	Bespoke Cleaning Services Ltd	26.9%	-£3,100	-	-	26.9% minus £3,100	26.9%	26.9%	
384	Agilisys Limited (Rowley/Smethwick)	10.2%	-£2,500	-	-	10.2% minus £2,500	10.2%	10.2%	
388	KGB Cleaning & Support Services Limited (Bishop Ulathorne)	25.4%	-£1,600	-£1,700	-£1,800	25.4% minus £1,600	25.4% minus £1,700	25.4% minus £1,800	
393	Amey LG Limited	23.6%	£291,600	£303,000	£314,800	23.6% plus £291,600	23.6% plus £303,000	23.6% plus £314,800	
400	Balfour Beatty Living Places Ltd (Coventry)	26.3%	£21,700	£22,500	£23,400	26.3% plus £21,700	26.3% plus £22,500	26.3% plus £23,400	
401	SERCO Limited (Sandwell)	23.8%	£20,300	£21,100	£21,900	23.8% plus £20,300	23.8% plus £21,100	23.8% plus £21,900	
408	Quadron Services Limited	24.9%	-£15,300	-	-	24.9% minus £15,300	24.9%	24.9%	
411	Agilisys Services Limited (OCOS/WODO/Tipton)	18.7%	-£3,100	-	-	18.7% minus £3,100	18.7%	18.7%	
428	Creative Support Limited	24.4%	-£3,400	-£3,500	-£3,600	24.4% minus £3,400	24.4% minus £3,500	24.4% minus £3,600	
459	Age Concern Birmingham	29.7%	-£1,700	-	-	29.7% minus £1,700	29.7%	29.7%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
461	Lawrence Cleaning Limited (St Stephen)	16.9%	-	-	-	16.9%	16.9%	16.9%	
464	NSL Limited (Solihull)	11.2%	-£3,000	-£3,100	-£3,200	11.2% minus £3,000	11.2% minus £3,100	11.2% minus £3,200	
465	New Heritage Regeneration Ltd	23.2%	-£700	-£700	-£700	23.2% minus £700	23.2% minus £700	23.2% minus £700	
466	Sodexo Limited	24.0%	-	-	-	24.0%	24.0%	24.0%	
468	Alliance in Partnership Limited - Stoke Park	20.7%	-£2,500	-	-	20.7% minus £2,500	20.7%	20.7%	
470	Alliance in Partnership Limited - President Kennedy	29.0%	-£600	-	-	29.0% minus £600	29.0%	29.0%	
472	Interserve Catering Services Limited	27.2%	-£1,300	-£1,400	-£1,500	27.2% minus £1,300	27.2% minus £1,400	27.2% minus £1,500	
473	Interserve Catering Services Limited	26.3%	-£300	-£300	-£300	26.3% minus £300	26.3% minus £300	26.3% minus £300	
486	Mytime Active	22.7%	-£7,800	-£8,100	-£8,400	22.7% minus £7,800	22.7% minus £8,100	22.7% minus £8,400	
503	Premier Support Services Limited (Alumwell Junior School)	32.9%	£300	-	-	32.9% plus £300	32.9%	32.9%	
510	Engie FM Limited (Broadway School)	22.9%	-£2,000	-£2,100	-£2,200	22.9% minus £2,000	22.9% minus £2,100	22.9% minus £2,200	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
511	Engie FM Limited (Park View School)	30.2%	£3,800	£3,900	£4,100	30.2% plus £3,800	30.2% plus £3,900	30.2% plus £4,100	
512	Engie FM Limited (International School)	21.7%	-£2,100	-£2,200	-£2,300	21.7% minus £2,100	21.7% minus £2,200	21.7% minus £2,300	
513	Engie FM Limited (Saltley School)	29.2%	-£3,300	-£3,400	-£3,500	29.2% minus £3,300	29.2% minus £3,400	29.2% minus £3,500	
514	Engie FM Limited (Moseley School)	23.7%	-£2,700	-£2,800	-£2,900	23.7% minus £2,700	23.7% minus £2,800	23.7% minus £2,900	
515	Engie FM Limited (George Dixon School)	26.1%	£34,500	£35,800	£37,200	26.1% plus £34,500	26.1% plus £35,800	26.1% plus £37,200	
516	Engie FM Limited (Waverley School)	24.0%	£500	£500	£500	24.0% plus £500	24.0% plus £500	24.0% plus £500	
517	Engie FM Limited (Sheldon Heath School)	27.0%	£3,500	£3,600	£3,700	27.0% plus £3,500	27.0% plus £3,600	27.0% plus £3,700	
518	Lend Lease Construction (EMEA) Limited (Park View School)	17.4%	-£1,900	-£2,000	-£2,100	17.4% minus £1,900	17.4% minus £2,000	17.4% minus £2,100	
520	Lend Lease Construction (EMEA) Limited (Moseley School)	14.1%	-£1,300	-£1,400	-£1,500	14.1% minus £1,300	14.1% minus £1,400	14.1% minus £1,500	
521	Lend Lease Construction (EMEA) Limited (George Dixon School)	21.7%	-£500	-£500	-£500	21.7% minus £500	21.7% minus £500	21.7% minus £500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
522	Lend Lease Construction (EMEA) Limited (Waverley School)	27.2%	-£2,700	-£2,800	-£2,900	27.2% minus £2,700	27.2% minus £2,800	27.2% minus £2,900	
523	Lend Lease Construction (EMEA) Limited (Four Dwellings School)	29.4%	-£1,600	-£1,700	-£1,800	29.4% minus £1,600	29.4% minus £1,700	29.4% minus £1,800	
530	Acivico (Design Construction and Facilities Management)	20.8%	-£311,200	-£323,300	-£335,900	20.8% minus £311,200	20.8% minus £323,300	20.8% minus £335,900	
531	Acivico (Building Consultancy)	21.3%	-£129,600	-£134,700	-£140,000	21.3% minus £129,600	21.3% minus £134,700	21.3% minus £140,000	
534	Sandwell Community Caring Trust (The) (Sandwell Care Homes)	24.2%	-£47,900	-£49,800	-£51,700	24.2% minus £47,900	24.2% minus £49,800	24.2% minus £51,700	
535	Carillion PLC (Highfield & Pennfields)	27.4%	£2,600	£2,700	£2,800	27.4% plus £2,600	27.4% plus £2,700	27.4% plus £2,800	
547	4 Towers TMO Limited	22.7%	£600	£600	£600	22.7% plus £600	22.7% plus £600	22.7% plus £600	
554	Interserve FM Limited (OCOS/WODO/Tipton)	27.6%	£20,300	£21,100	£21,900	27.6% plus £20,300	27.6% plus £21,100	27.6% plus £21,900	
556	Interserve FM Limited (Rowley Campus)	24.4%	-£300	-£300	-£300	24.4% minus £300	24.4% minus £300	24.4% minus £300	
560	S4E Limited	23.6%	-£22,900	-£23,800	-£24,700	23.6% minus £22,900	23.6% minus £23,800	23.6% minus £24,700	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
571	Lawrence Cleaning Limited (Parkfield)	20.3%	-	-	-	20.3%	20.3%	20.3%	
572	Elite Cleaning and Environmental Services (Walsall)	25.5%	£16,500	£17,100	£17,800	25.5% plus £16,500	25.5% plus £17,100	25.5% plus £17,800	
589	ABM Catering Limited (Bordesley Green School)	21.2%	-	-	-	21.2%	21.2%	21.2%	
600	Places for People Leisure Limited (Harborne Pool)	20.8%	£1,600	£1,700	£1,800	20.8% plus £1,600	20.8% plus £1,700	20.8% plus £1,800	
605	Sandwell Inspired Partnership Services	18.6%	-£58,600	-£60,900	-£63,300	18.6% minus £58,600	18.6% minus £60,900	18.6% minus £63,300	
613	Alliance in Partnership Limited (King Edward VI Sheldon Heath)	22.8%	-£5,100	-	-	22.8% minus £5,100	22.8%	22.8%	
615	Lend Lease Construction (Europe) Limited (HML Stockland Green and Broadway)	13.6%	-£1,400	-£1,500	-£1,600	13.6% minus £1,400	13.6% minus £1,500	13.6% minus £1,600	
616	Engie FM Limited (HM and Stockland Green School)	22.7%	£5,300	£5,500	£5,700	22.7% plus £5,300	22.7% plus £5,500	22.7% plus £5,700	
617	Lend Lease Construction (EMEA) Limited (E-ACT)	18.9%	-£3,400	-£3,500	-£3,600	18.9% minus £3,400	18.9% minus £3,500	18.9% minus £3,600	
620	Aspens Services Ltd (Gosford Park)	23.4%	-£600	-	-	23.4% minus £600	23.4%	23.4%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
661	Urban Enterprises (Bournville) Limited	21.8%	-£600	-£600	-£600	21.8% minus £600	21.8% minus £600	21.8% minus £600	
665	Culture Coventry	17.8%	-17.8% plus £160,000	-17.8% plus £242,000	-17.8% plus £510,100	£160,000	£242,000	£510,100	
684	Premier Support Services Limited (Alumwell Infant School)	23.2%	-	-	-	23.2%	23.2%	23.2%	
687	KGB Cleaning and Support Services Ltd (Lyndon)	20.5%	-£100	-	-	20.5% minus £100	20.5%	20.5%	
688	European Electronique Limited (Tile Hill School)	22.9%	-£100	-	-	22.9% minus £100	22.9%	22.9%	
689	Call First Cleaning	18.1%	-	-	-	18.1%	18.1%	18.1%	
732	Aspens-Services Limited (Phoenix Collegiate)	24.6%	£1,200	-	-	24.6% plus £1,200	24.6%	24.6%	
748	Elite Cleaning and Environmental Services (Hereward College)	25.6%	-£1,800	-	-	25.6% minus £1,800	25.6%	25.6%	
750	Places for People Leisure Limited (Wolverhampton)	26.8%	-£5,600	-£5,800	-£6,000	26.8% minus £5,600	26.8% minus £5,800	26.8% minus £6,000	
767	Kingswood Trust	17.2%	-£300	-£300	-£300	17.2% minus £300	17.2% minus £300	17.2% minus £300	
774	Carillion (AMBS) Limited (Heath Park Academy)	29.1%	-£4,100	-£4,300	-£4,500	29.1% minus £4,100	29.1% minus £4,300	29.1% minus £4,500	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
775	Aspen Services Limited (Courthouse Green)	22.5%	-£200	-	-	22.5% minus £200	22.5%	22.5%	
790	Alliance in Partnership Limited (Unity Cluster)	24.8%	-£1,600	-£1,700	-	24.8% minus £1,600	24.8% minus £1,700	24.8%	
791	Catering Academy Limited (Synergy Schools)	20.7%	£35,700	£37,100	-	20.7% plus £35,700	20.7% plus £37,100	20.7%	
793	APCOA Parking (UK) Limited (Wolverhampton)	20.2%	£1,600	-	-	20.2% plus £1,600	20.2%	20.2%	
798	Bespoke Cleaning Services Limited (Westwood Academy)	16.6%	£10,200	-	-	16.6% plus £10,200	16.6%	16.6%	
804	Civica UK Limited (ARK Schools)	16.2%	-£5,000	-£5,200	-	16.2% minus £5,000	16.2% minus £5,200	16.2%	
806	Black Country Housing Group (New Bradley Hall)	21.4%	£49,400	-	-	21.4% plus £49,400	21.4%	21.4%	
808	ABM Catering Limited (Aldermoor School)	18.9%	-£300	-	-	18.9% minus £300	18.9%	18.9%	
813	Taylor Shaw Limited (Great Barr Birmingham)	23.8%	-£1,300	-	-	23.8% minus £1,300	23.8%	23.8%	
815	Catering Academy Limited (John Gulson)	19.8%	£7,900	-	-	19.8% plus £7,900	19.8%	19.8%	
819	Alliance in Partnership Limited (Broadway)	22.8%	-£500	-	-	22.8% minus £500	22.8%	22.8%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
820	Birmingham Solihull Mental Health NHS Foundation Trust	18.1%	-£1,000	-	-	18.1% minus £1,000	18.1%	18.1%	
821	Action Indoor Sports Birmingham CIC Limited	20.4%	-£500	-£500	-£500	20.4% minus £500	20.4% minus £500	20.4% minus £500	
822	Pendergate Limited	20.4%	£12,500	-	-	20.4% plus £12,500	20.4%	20.4%	
833	Alliance in Partnership Limited (Greenfields Primary School)	21.0%	-£400	-£400	-£400	21.0% minus £400	21.0% minus £400	21.0% minus £400	
836	Aspens Services Limited (Old Church School)	27.8%	£600	-	-	27.8% plus £600	27.8%	27.8%	
837	Aspens Services Limited (Rough Hays School)	23.8%	£5,100	-	-	23.8% plus £5,100	23.8%	23.8%	
842	Aspens Services Limited (Salisbury) (ADD)	29.6%	£2,300	-	-	29.6% plus £2,300	29.6%	29.6%	
843	Aspens Services Limited (Aldridge School)	12.2%	£9,500	-	-	12.2% plus £9,500	12.2%	12.2%	
851	Aspens Services Limited (Pinford Street Primary)	19.0%	-£100	-	-	19.0% minus £100	19.0%	19.0%	
876	ABM Catering Limited (Allesley)	18.1%	£4,700	-	-	18.1% plus £4,700	18.1%	18.1%	
880	Change, Grow, Live Limited	15.7%	-£25,800	-£26,800	-	15.7% minus £25,800	15.7% minus £26,800	15.7%	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
891	Churchill Contract Services Limited (Walsall College)	22.3%	-£1,800	-	-	22.3% minus £1,800	22.3%	22.3%	
892	ABM Catering Limited (St Andrews CE Infant School)	24.8%	£100	-	-	24.8% plus £100	24.8%	24.8%	
893	NSL Limited (BCC)	20.8%	£11,400	£11,800	-	20.8% plus £11,400	20.8% plus £11,800	20.8%	
905	Alliance in Partnership Limited (Brownhills School)	25.4%	-£300	-	-	25.4% minus £300	25.4%	25.4%	
926	Regent Office Care Limited (Ormiston Shelfield Academy)	20.6%	-£200	-	-	20.6% minus £200	20.6%	20.6%	
927	Superclean Services Wothorpe Limited (Finham Park)	20.3%	£1,700	-	-	20.3% plus £1,700	20.3%	20.3%	A
929	ABM Catering Limited (John Shelton Community Primary School)	17.3%	-£400	-£400	-	17.3% minus £400	17.3% minus £400	17.3%	
930	Alliance in Partnership Limited (Coventry South Cluster Group)	20.2%	-£2,400	-	-	20.2% minus £2,400	20.2%	20.2%	
939	Alliance in Partnerships Ltd (St Mathias)	23.4%	-£700	-	-	23.4% minus £700	23.4%	23.4%	
945	Carillion (AMBS) Limited (St Matthias)	25.4%	-£200	-£200	-£200	25.4% minus £200	25.4% minus £200	25.4% minus £200	

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
947	Superclean Services Wothorpe Ltd (Fordbridge Community Primary School)	18.2%	-£100	-	-	18.2% minus £100	18.2%	18.2%	

Payment plans

There are a few of employers in the Fund that no longer have any active members but are still liable for the residual deferred and pensioner liabilities. A payment plan, or similar, has therefore been put in place for each of these employers and the resulting required contribution amounts for the period 1 April 2017 to 31 March 2020 are set out in the table below. These are based on arrangements that have previously been agreed outside of this valuation and the Fund will engage individually with these employers regarding their future participation in the Fund.

Employer code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
27	Aston University	0.0%	£426,000	£426,000	£426,000	£426,000	£426,000	£426,000	
150	Bickenhill Parish Council	0.0%	£7,125	£7,125	£7,125	£7,125	£7,125	£7,125	
222	West Midlands Councils	0.0%	£163,300	£163,300	£163,300	£163,300	£163,300	£163,300	W
247	Home-Start (Birmingham South)	0.0%	See note H	See note H	See note H	See note H	See note H	See note H	H
351	SERCO Limited (Stoke)	-	£39,054	-	-	£39,054	-	-	F

Notes

The notes below detail what the specific notes refer to in the table above:

- A. We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making a single lump payment in April 2017. This lump sum payment will include an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payment by 30 April 2017, the above contributions in the table will apply as normal.
- B. We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making lump sum payments at the start of each year (i.e. in April 2017, April 2018 and April 2019). This lump sum payment will include an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payments by 30 April in the period they are due, the above contributions in the table will apply as normal.
- C. The contributions are conditional on employer 85 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent between the employer and administering authority. If this condition is not met, then the monetary contributions payable by the employer shall be £3,274,100 over the year to 31 March 2019 and £3,401,800 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- D. An agreement has been reached with employer 226 to also pay 1% p.a. of the total annual income towards their deficit (which equates to circa £2,300 based on current forecast).
- E. Employer 230 shall pay deficit contributions on the basis of 5% of funding revenue, subject to a minimum of £5,000 p.a.
- F. The contribution of £39,054 must be paid by 31 December 2017.
- G. The ongoing contributions for employer 132 in 2017/18 will consist of 11.9% of payroll for the period from 1 April 2017 to 31 July 2017 and 14.0% of payroll for the period from 1 August 2017 to 31 March 2018. This is in addition to the monetary deficit contributions of £364,400 that are required to be paid between 1 April 2017 and 31 March 2018.
- H. The contributions payable by these employers remain the subject of discussions between the employer and the Fund and will be confirmed in due course.
- I. The contributions payable by these employers, as set out in this schedule, shall take effect from 1 September 2017.
- J. The contributions are conditional on employer 122 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be

£2,135,200 over the year to 31 March 2019 and £2,218,500 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.

- K. The contributions are conditional on employer 127 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met in full, then the monetary contributions payable by the employer shall be £783,700 over the year to 31 March 2019 and £814,800 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- L. The contributions are conditional on employer 125 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met in full, then the monetary contributions payable by the employer shall be £398,200 over the year to 31 March 2019 and £413,700 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund. It is expected that employers 125 and 270 will merge on 1 August 2017, in which case the ongoing contribution rate will be adjusted to 14.8% of payroll over the period to 31 March 2018, 16.1% of payroll over the year to 31 March 2019 and 17.5% of payroll over the year to 31 March 2020. The past service deficit contributions would be the total of the past service deficit contributions outlined in this schedule, including the specific notes, for employers 125 and 270.
- M. The contributions are conditional on employer 126 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 28 March 2017. If this condition is not met in full, then the monetary contributions payable by the employer shall be £335,900 over the year to 31 March 2019 and £349,000 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- N. The contributions are conditional on employer 131 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be £1,215,700 over the year to 31 March 2019 and £1,263,100 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- O. The contributions are conditional on employer 116 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be £804,900 over the year to 31 March 2019 and £836,300 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund. In the event that employers 116 and 119 merge during the inter-valuation period, the past service deficit contributions would be the total of the past service deficit contributions outlined in this schedule, including the specific notes, for employers 116 and 119.

- P. The contributions are conditional on employer 119 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be £1,886,500 over the year to 31 March 2019 and £1,960,100 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund. In the event that employers 116 and 119 merge during the inter-valuation period, the past service deficit contributions would be the total of the past service deficit contributions outlined in this schedule, including the specific notes, for employers 116 and 119.
- Q. The contributions are conditional on employer 227 putting in place adequate security arrangements by 31 October 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be £1,287,800 over the year to 31 March 2018, £1,338,000 over the year to 31 March 2019 and £1,390,200 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- R. Subject to adequate security arrangements being put in place, to the satisfaction of the administering authority, employer 262 may pay reduced monetary contributions of £31,000 over the year to 31 March 2019 and £32,200 over the year to 31 March 2020.
- S. In the event the data upon which the Fund Actuary based their calculations proves to be incorrect, then a different level/profile of contributions may be applied for employer 84.
- T. Subject to adequate security arrangements being put in place, to the satisfaction of the administering authority, employer 236 may pay reduced monetary contributions of £566,200 over the year to 31 March 2019 and £588,300 over the year to 31 March 2020.
- U. The contributions are conditional on employer 133 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met, then the monetary contributions payable by the employer shall be £653,800 over the year to 31 March 2019 and £679,300 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund.
- V. The contributions are conditional on employer 270 putting in place adequate security arrangements by 31 December 2017, to the satisfaction of the administering authority and as outlined in a letter of intent dated 31 March 2017. If this condition is not met in full, then the monetary contributions payable by the employer shall be £790,400 over the year to 31 March 2019 and £821,200 over the year to 31 March 2020. If the value of the security provided by the employer is not as outlined in the letter of intent then any form of contribution easement will be subject to the discretion of the Fund. It is expected that employers 125 and 270 will merge on 1 August 2017, in which case the ongoing contribution rate will be adjusted to 14.8% of payroll over the period to 31 March 2018, 16.1% of payroll over the year to 31 March 2019 and 17.5% of payroll over the year to 31 March 2020. The past service deficit contributions would be the total of the past service deficit contributions outlined in this schedule, including the specific notes, for employers 125 and 270.
- W. A full reconciliation of liabilities is still to be completed for employer 222. In the event that a higher past service deficit is identified then a different level/profile of contributions may be applied.

Post valuation employers

A number of employers joined the Fund on or after 1 April 2016 and their rates were certified at their date of joining and have been reviewed as part of the 2016 valuation process. The table summarises the start dates and contributions required from these employers where known. Any employer that joined the Fund after 31 March 2016 and is not listed will be advised of their contribution rates separately. Please note that some employers have been included here where the admission agreement was not sealed until after the valuation date but the effective start date was backdated to before 31 March 2016.

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
Academies and schools									
840	CUL Academy Trust Limited	1 April 2016	16.2%	-	-	-	16.2%	16.2%	16.2%
957	Finham Primary School- Finham Park MAT	1 April 2016	21.8%	£47,300	£49,100	£51,000	21.8% plus £47,300	21.8% plus £49,100	21.8% plus £51,000
965	Grove Primary School- St Martin's Multi Academy Trust	1 April 2016	20.4%	£26,200	£27,200	£28,300	20.4% plus £26,200	20.4% plus £27,200	20.4% plus £28,300
966	Highfield Junior and Infant School- Prince Albert Community Trust	1 April 2016	18.7%	£101,800	£105,800	£109,900	18.7% plus £101,800	18.7% plus £105,800	18.7% plus £109,900
967	Dunstall Hill Primary School- Perry Hall MAT	1 May 2016	18.3%	£29,200	£30,300	£31,500	18.3% plus £29,200	18.3% plus £30,300	18.3% plus £31,500
970	Aston Tower Community Primary School- Aston Tower Multi-Academy Trust	1 April 2016	20.0%	£68,700	£71,400	£74,200	20.0% plus £68,700	20.0% plus £71,400	20.0% plus £74,200

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
977	Lodge Farm Primary School- Northwood Park Educational Trust	1 April 2016	20.3%	£38,200	£39,700	£41,200	20.3% plus £38,200	20.3% plus £39,700	20.3% plus £41,200
979	Palmers Cross Primary Academy- Elston Hall Multi- Academy Trust	1 April 2016	20.5%	£24,800	£25,800	£26,800	20.5% plus £24,800	20.5% plus £25,800	20.5% plus £26,800
989	Yew Tree Community Junior and Infant School - Inspire Education Community Trust	1 June 2016	21.5%	£67,800	£70,400	£73,100	21.5% plus £67,800	21.5% plus £70,400	21.5% plus £73,100
990	North Walsall Primary Academy- Academy Transformation Trust	1 April 2016	20.0%	£32,800	£34,100	£35,400	20.0% plus £32,800	20.0% plus £34,100	20.0% plus £35,400
991	Lyng Hall School- Finham Park MAT	1 July 2016	19.7%	£82,700	£85,900	£89,300	19.7% plus £82,700	19.7% plus £85,900	19.7% plus £89,300
1000	Fibbersley Park Academy- Victoria Academies Trust	1 October 2016	22.3%	£78,240	£81,240	£84,480	22.3% plus £78,240	22.3% plus £81,240	22.3% plus £84,480
1001	Hob Green Primary School	1 November 2016	20.4%	£27,100	£28,200	£29,300	20.4% plus £27,100	20.4% plus £28,200	20.4% plus £29,300
1002	Damson Wood Infant academy - Central Schools Trust	1 August 2016	22.6%	£27,200	£28,300	£29,400	22.6% plus £27,200	22.6% plus £28,300	22.6% plus £29,400
1006	Streetsbrook Infant and Early Years Academy- Streetsbrook Academy Trust	1 July 2016	18.4%	£39,600	£41,100	£42,700	18.4% plus £39,600	18.4% plus £41,100	18.4% plus £42,700
1007	Princethorpe Infant School- DRB Ignite MAT	1 October 2016	19.5%	£47,040	£48,840	£50,760	19.5% plus £47,040	19.5% plus £48,840	19.5% plus £50,760

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
1008	The Oval School- DRB Ignite MAT	1 September 2016	22.2%	£94,800	£98,500	£102,300	22.2% plus £94,800	22.2% plus £98,500	22.2% plus £102,300
1009	Audley Primary School-DRB Ignite MAT	1 October 2016	22.0%	£112,920	£117,360	£121,920	22.0% plus £112,920	22.0% plus £117,360	22.0% plus £121,920
1018	Gossey Lane Academy- Washwood Heath MAT	1 December 2016	18.8%	-1.1% plus £39,800	-1.1% plus £41,400	-1.1% plus £43,000	17.7% plus £39,800	17.7% plus £41,400	17.7% plus £43,000
1019	Leasowes School - Invictus Education Trust	1 September 2016	21.6%	£60,960	£63,360	£65,760	21.6% plus £60,960	21.6% plus £63,360	21.6% plus £65,760
1021	Erdington Academy- Fairfax Multi-Academy Trust	1 September 2016	21.4%	£124,000	£128,800	£133,800	21.4% plus £124,000	21.4% plus £128,800	21.4% plus £133,800
1024	Conway Primary School- Create Partnership Trust	1 September 2016	21.3%	£52,300	£54,300	£56,400	21.3% plus £52,300	21.3% plus £54,300	21.3% plus £56,400
1025	Greet Primary School- Create Partnership Trust	1 August 2016	21.7%	£129,300	£134,300	£139,500	21.7% plus £129,300	21.7% plus £134,300	21.7% plus £139,500
1036	Edward the Elder Primary - Elston Hall MAT	1 September 2016	22.0%	£40,680	£42,240	£43,920	22.0% plus £40,680	22.0% plus £42,240	22.0% plus £43,920
1037	St Bartholomew's C of E Primary School (St Bartholomews's CE Multi Academy Trust)	1 September 2016	23.5%	£27,000	£28,100	£29,200	23.5% plus £27,000	23.5% plus £28,100	23.5% plus £29,200
1039	Northern House School (City of Wolverhampton) PRU	15 October 2016	19.2%	£14,440	£15,000	£15,600	19.2% plus £14,440	19.2% plus £15,000	19.2% plus £15,600

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
1041	Tenterfields Primary Academy	1 October 2016	22.9%	-7.2% plus £21,600	-5.8% plus £22,440	-4.5% plus £23,280	15.7% plus £21,600	17.1% plus £22,440	18.4% plus £23,280
1046	Hill Avenue Academy - Manor Multi-Academy Trust	1 December 2016	21.1%	£10,800	£11,280	£11,640	21.1% plus £10,800	21.1% plus £11,280	21.1% plus £11,640
1049	Stanton Bridge Primary School	1 January 2017	20.0%	£22,200	£23,040	£24,000	20.0% plus £22,200	20.0% plus £23,040	20.0% plus £24,000
1050	Cromwell Primary School- Cromwell Learning Community Academy Trust	1 December 2016	20.9%	£28,320	£29,400	£30,600	20.9% plus £28,320	20.9% plus £29,400	20.9% plus £30,600
1051	Broadmeadow Special School- Central Learning Partnership Trust	1 January 2017	21.7%	£76,320	£79,320	£82,440	21.7% plus £76,320	21.7% plus £79,320	21.7% plus £82,440
1054	Quinton Church Primary School- Barchelai Multi- Academy Trust	1 September 2016	22.1%	£21,360	£22,200	£23,040	22.1% plus £21,360	22.1% plus £22,200	22.1% plus £23,040
1057	Canterbury Cross Primary School - Canterbury Cross Education Trust	1 February 2017	22.1%	£83,760	£87,000	£90,480	22.1% plus £83,760	22.1% plus £87,000	22.1% plus £90,480
1058	Cedars Academy- Robin Hood Multi-Academy Trust	1 December 2016	19.7%	£48,600	£50,520	£52,440	19.7% plus £48,600	19.7% plus £50,520	19.7% plus £52,440
1061	Great Barr Academy - The Shaw Education Trust	1 December 2016	22.6%	£263,160	£263,040	£273,360	22.6% plus £263,160	22.6% plus £263,040	22.6% plus £273,360
1062	Firs Primary School - Community Education Partnership Trust	1 December 2016	20.9%	£99,960	£103,800	£107,880	20.9% plus £99,960	20.9% plus £103,800	20.9% plus £107,880

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
1063	Topcliffe School - Community Education Partnership Trust	1 December 2016	22.2%	£48,600	£50,520	£52,440	22.2% plus £48,600	22.2% plus £50,520	22.2% plus £52,440
1064	Parkgate Primary School - The Futures Trust	1 February 2017	23.9%	£59,880	£62,160	£64,680	23.9% plus £59,880	23.9% plus £62,160	23.9% plus £64,680
1066	Westminster Primary School - Westminster Academy Trust	1 February 2017	20.6%	£64,800	£67,320	£69,960	20.6% plus £64,800	20.6% plus £67,320	20.6% plus £69,960
1070	Keresley Grange Primary Academy - The Futures Trust	1 February 2017	20.6%	£31,680	£32,880	£34,200	20.6% plus £31,680	20.6% plus £32,880	20.6% plus £34,200
Other scheduled bodies and resolution bodies									
913	Academy Transformation Trust	1 September 2016	21.1%	-	-	-	21.1%	21.1%	21.1%
937	Dickens Heath Parish Council	1 April 2016	24.7%	-	-	-	24.7%	24.7%	24.7%
Admission bodies									
714	Alliance in Partnership Ltd (Harborne Primary School)	24 February 2017	27.0%	-	-	-	27.0%	27.0%	27.0%
901	Birmingham Community Leisure Trust (North East Contract)	1 June 2016	23.7%	-	-	-	23.7%	23.7%	23.7%
902	Birmingham Community Leisure Trust (South West Contract)	1 June 2016	23.9%	-	-	-	23.9%	23.9%	23.9%

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
914	T(n)S Catering Management Ltd (Potters Green School)	1 April 2016	21.9%	-	-	-	21.9%	21.9%	21.9%
915	T(n)S Catering Management Ltd (Moat House School)	1 April 2016	23.0%	-	-	-	23.0%	23.0%	23.0%
925	Aspens-Services Ltd (South Wolverhampton and Bilston Academy)	27 March 2016	28.9%	-	-	-	28.9%	28.9%	28.9%
942	Holroyd Howe (Wolverhampton Grammar School)	18 November 2015	20.8%	-	-	-	20.8%	20.8%	20.8%
943	Elite Cleaning & Environmental Services Ltd (Bloxwich Academy)	28 December 2015	23.7%	-	-	-	23.7%	23.7%	23.7%
954	Aspens-Services Ltd (Bartley Green)	1 June 2016	23.1%	-	-	-	23.1%	23.1%	23.1%
955	Aspens-Services Ltd (St Peters Collegiate)	1 January 2016	26.9%	-	-	-	26.9%	26.9%	26.9%
958	Keepmoat Regeneration Ltd	1 April 2016	24.4%	-	-	-	24.4%	24.4%	24.4%
961	Wates Construction Ltd (West-Central)	1 April 2016	25.2%	-	-	-	25.2%	25.2%	25.2%
968	Priory Education Services Ltd	1 October 2016	25.8%	-	-	-	25.8%	25.8%	25.8%

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
969	Wates Construction Ltd (East)	1 April 2016	24.6%	-	-	-	24.6%	24.6%	24.6%
975	Fortem Solutions Ltd (BHAM South)	1 April 2016	23.6%	-	-	-	23.6%	23.6%	23.6%
976	Alliance in Partnership Limited (Pedmore Primary School)	3 August 2016	23.8%	-	-	-	23.8%	23.8%	23.8%
980	Dodd Group (Midlands) Ltd	1 April 2016	25.0%	-	-	-	25.0%	25.0%	25.0%
982	Mazars Ltd (Walsall MBC)	1 April 2016	15.7%	-	-	-	15.7%	15.7%	15.7%
985	Prospects Services (Coventry and Warwickshire)	1 May 2016	20.9%	-	-	-	20.9%	20.9%	20.9%
1010	Aspens-Services Ltd (Heartlands Academy)	1 February 2017	23.8%	-	-	-	23.8%	23.8%	23.8%
1011	KCLS Limited (Manor Park Primary School)	5 December 2016	24.6%	-	-	-	24.6%	24.6%	24.6%
1013	Aspens-Services Ltd (Merritts Brook Academy)	1 September 2016	31.5%	-	-	-	31.5%	31.5%	31.5%
1014	Aspens-Services Ltd (Shenley Academy)	31 October 2016	29.0%	-	-	-	29.0%	29.0%	29.0%
1015	Aspens-Services Ltd (St George's C of E Academy)	23 May 2016	25.8%	-	-	-	25.8%	25.8%	25.8%

Employer code	Employer name	Start date	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)		
				2017/18	2018/19	2019/20	2017/18	2018/19	2019/20
1016	Lend Lease Construction (Europe) Limited (The Sixth Form College Solihull)	31 October 2016	14.5%	-	-	-	14.5%	14.5%	14.5%
1017	Aspens-Services Ltd (Mansfield Green Academy)	1 May 2016	25.5%	-	-	-	25.5%	25.5%	25.5%
1020	Aspens-Services Ltd (West Walsall E-ACT Academy)	1 September 2016	25.7%	-	-	-	25.7%	25.7%	25.7%
1027	Alliance in Partnership Ltd (Holy Family Catholic Primary School)	1 August 2016	29.5%	-	-	-	29.5%	29.5%	29.5%
1028	Alliance in Partnership Ltd (Christ the King Primary School)	1 October 2016	23.0%	-	-	-	23.0%	23.0%	23.0%
1030	Aspens-Services Ltd (Whitgreave Junior School)	17 June 2016	23.6%	-	-	-	23.6%	23.6%	23.6%
1040	Schools Plus Ltd (John Henry Newman Catholic College)	1 September 2016	23.0%	-	-	-	23.0%	23.0%	23.0%
1045	Aspens-Services Ltd (Hillcrest School)	1 December 2016	25.2%	-	-	-	25.2%	25.2%	25.2%
1048	BaxterStorey Limited	1 August 2016	27.5%	-	-	-	27.5%	27.5%	27.5%