

# AVON PENSION FUND

## FUNDING STRATEGY STATEMENT (FSS)

*This Statement has been prepared by Bath and North East Somerset Council (the Administering Authority for the Local Government Pension Scheme in the area formerly known as Avon) to set out the funding strategy for the Avon Pension Fund (“the Fund”), in accordance with Regulation 76A of the Local Government Pension Scheme Regulations 1997 (as amended) and the guidance paper issued in March 2004 by the Chartered Institute of Public Finance and Accountancy (CIPFA) Pensions Panel.*

### 1. Introduction

The Local Government Pension Scheme (England and Wales) (Amendment) Regulations 2004 provide the statutory framework from which the Administering Authority is required to prepare a Funding Strategy Statement (FSS). The key requirements for preparing the FSS can be summarised as follows:

- After consultation with all relevant interested parties involved with the Scheme the Administering Authority will prepare and publish their funding strategy;
- In preparing the FSS, the Administering Authority must have regard to:-
  - (i) the guidance issued by CIPFA for this purpose; and
  - (ii) the Statement of Investment Principles (SIP) for the Scheme published under Regulation 9A of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended);
- The FSS must be revised and published whenever there is a material change in either the policy set out in the FSS or the Statement of Investment Principles.

Benefits payable under the Scheme are guaranteed by statute and thereby the pensions promise is secure. The FSS addresses the issue of managing the need to fund those benefits over the long term, whilst at the same time facilitating scrutiny and accountability through improved transparency and disclosure.

The Scheme is a defined benefit final salary scheme under which the benefits are specified in the governing legislation (the Local Government Pension Scheme Regulations 1997 (as amended), the “Regulations”). The required level of employee contributions are also specified in the Regulations.

Employer contributions are determined in accordance with the Regulations (principally Regulation 77) which require that an actuarial valuation is completed every three years by the actuary, including a rates and adjustments certificate. Contributions to the Scheme should be set so as to “secure its solvency”, whilst the actuary must also have regard to the desirability of maintaining as nearly constant a rate of contribution as possible. The actuary must have regard to the FSS in carrying out the valuation.

## **2. Purpose of the FSS in policy terms**

Funding is the making of advance provision to meet the cost of accruing benefit promises. Decisions taken regarding the approach to funding will therefore determine the rate or pace at which this advance provision is made. Although the Regulations specify the fundamental principles on which funding contributions should be assessed, implementation of the funding strategy is the responsibility of the Administering Authority, acting on the professional advice provided by the actuary.

The purpose of this Funding Strategy Statement is:

- **to establish a clear and transparent fund-specific strategy which will identify how employers’ pension liabilities are best met going forward;**
- **to support the regulatory requirement to maintain as nearly constant employer contribution rates as possible; and**
- **to take a prudent longer-term view of funding those liabilities.**

The intention is for this strategy to be both cohesive and comprehensive for the Fund as a whole, recognising that there will be conflicting objectives which need to be balanced and reconciled. Whilst the position of individual employers must be reflected in the statement, it must remain a single strategy for the Administering Authority to implement and maintain.

## **3. Aims and purpose of the Pension Fund**

**The aims of the fund are to:**

- ensure that sufficient resources are available to meet all liabilities as they fall due
- enable employer contribution rates to be kept as nearly constant as possible and at reasonable cost to the taxpayers, scheduled, resolution and admitted bodies
- manage employers’ liabilities effectively, and
- maximise the returns from investments within reasonable risk parameters.

**The purpose of the fund is to:**

- receive monies in respect of contributions, transfer values and investment income, and
- pay out monies in respect of scheme benefits, transfer values, costs, charges and expenses,

(all the above items as defined in the Local Government Pension Scheme Regulations 1997 (as amended) and in the Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended)).

**4. Responsibilities of the key parties**

**The Administering Authority should:**

- collect employer and employee contributions
- invest surplus monies in accordance with the Regulations
- ensure that cash is available to meet liabilities as and when they fall due
- manage the valuation process in consultation with the actuary
- prepare and maintain an FSS and a SIP, both after due consultation with interested parties, and
- monitor all aspects of the Scheme's performance and funding, amending the FSS/SIP as necessary.

**The Individual Employer should:**

- deduct contributions from employees' pay correctly
- pay all contributions, including their own as determined by the actuary, promptly by the due date
- exercise discretions within the regulatory framework
- make additional contributions in accordance with agreed arrangements in respect of, for example, augmentation of scheme benefits, early retirement strain, and
- notify the Administering Authority promptly of any changes to membership which may affect future funding, preferably before the event.

**The Fund Actuary should:**

- prepare valuations including the setting of employers' contribution rates after consulting the Administering Authority and having regard to the FSS, and
- prepare advice and calculations in connection with bulk transfers and individual benefit-related matters, and
- advise on funding strategy, the preparation of the FSS and the inter-relationship between the FSS and the SIP.

**5. Solvency issues and target levels**

To meet the requirements of the Regulations the Administering Authority's long-term funding objective is to achieve and then maintain assets equal to 100% of projected accrued liabilities, assessed on an ongoing basis including allowance for projected final pay.

The financial assumptions making up the funding strategy in respect of past service and as adopted for the 2007 valuation are:

Rate of discount	6.75% per annum (pre-retirement) 5.6% per annum (post-retirement)
Rate of Pensionable Pay Inflation	4.35% per annum
Rate of price Inflation	3.1% per annum

The key financial assumptions for Past Service are as follows:

- the extent to which the Fund's investments are expected to outperform a portfolio of Government bonds ("asset outperformance assumption" – AOA). An AOA of 2.35% per annum has been assumed in respect of pre-retirement liabilities and 1.2% per annum in respect of post-retirement liabilities.
- the expected rate of Pensionable Pay increase above price inflation ("real Pensionable Pay growth"). This has been assumed to be 1.25% per annum.

The AOA represents the advance allowance which, for valuation purposes, the actuary is making for the return which will be achieved on the Fund's assets over and above Government bonds. This reflects the liability profile of the Fund and the fact that the Fund is invested predominantly in higher return assets as detailed in Section 7. If the return actually achieved is higher than this the Fund deficit will be reduced; if the return is lower then the Fund deficit will increase (provided that all the other assumptions remain valid).

The rate of pensionable pay inflation relates to pay increases for scheme members during their period of employment (this will determine the level of their final salaries, on which the pension is based). If the actual rate of pensionable pay inflation is greater than the actuary's assumption the Fund deficit will increase; if it is lower then the Fund deficit will be reduced (again, provided that all the other assumptions remain valid).

The rate of price inflation applies primarily to pensions in payment, given that they are increased each April by the Retail Price Index applying in the previous September.

In testing whether actual experience has been in line with the actuary's assumptions (which are intended to be long term allowances rather than predictive of rates in the three year period between valuations), any monitoring exercise would need to focus on their aggregate effect.

For calculating the cost of future accruals (the future service basis) a non-market related basis is adopted. This focuses on stability in the future service contribution rate, rather than linking it directly to variable gilt yields at each valuation, with the object of introducing an element of smoothing into the costs falling on employers. The use of a different basis for future service also reflects the fact that market conditions at time of payment of future contributions are at present unknown.

The future service basis for the 2007 valuation assumes a real rate of discount in excess of price inflation of 3.75% per annum (pre and post retirement). This compares with the past service real rate of discount in excess of price inflation of 3.65% (pre retirement) and 2.5% (post retirement).

The 2007 valuation takes into account increased longevity and assumes that the accelerated trend in longevity seen in recent years will continue in the medium term. The assumptions made in the valuation reflect the mortality experience analysis which has been carried out by the Fund's actuary. This analysis confirms that local authority pension schemes, including the Fund, have tended to exhibit higher mortality than implied by the projections underlying mortality tables typically considered appropriate for use with funded occupational pension schemes.

The 2007 valuation has also taken into account the increase in liabilities and increase in employee contributions expected to arise from the implementation of the new LGPS structure from 1 April 2008.

The following two tenets underpin the 2007 valuation:

- that the Fund and the major employers are expected to continue for the foreseeable future; and
- favourable investment performance can play a valuable part in achieving adequate funding over the longer term.

The current actuarial valuation of the Fund is effective as at 31 March 2007. The results indicate that overall the assets of the Fund represented 83% of projected accrued liabilities at the valuation date.

Historically, any shortfall of assets relative to liabilities has been recovered over a period of 15 years. As administering authority for the Avon Pension Fund, Bath & North East Somerset Council would not wish to discourage employing bodies from adhering to this practice. However, in recognition of the prospective increase from 60 to 65 of the date on which a scheme member can draw an unreduced pension and the financial pressures likely to confront most employing bodies in meeting deficit contributions, the Council, after discussion with the actuary, will consider requests from employing bodies to increase the recovery period from 15 to 20 years. However, special arrangements will apply so far as admitted bodies are concerned, these being subject to the outcome of the Fund's review (see Appendix 1).

The facility for allowing employing bodies to extend the deficit recovery period to 20 years was introduced ahead of the 2004 actuarial valuation. Ideally, the Fund would have been seeking to move back to a lower deficit recovery period at this stage but, in view of the continuing funding pressures, it has been decided to retain that facility for the purposes of the 2007 valuation. It will, however, be subject to further review in the future.

Similarly, given the scale of increase in contribution rates necessary to restore full funding and again after discussion with the actuary, the Council will consider allowing employing bodies to phase in the increase over a period not normally exceeding three years. However, it should be noted that it may not be possible to extend this facility to all admitted bodies.

Notwithstanding the above, the Council, in consultation with the actuary, has also had to consider whether any exceptional arrangements should apply in particular cases.

## 6. Admitted Bodies, Destination Bristol and Bath Tourism Plus

There are particular issues which need to be addressed in this Statement regarding the way in which the liabilities of admitted bodies are funded. The essential issues are (i) what valuation basis should be used when an admitted body leaves the Fund, (ii) what steps can reasonably be taken to protect employing bodies generally from the financial risk of an admitted body becoming insolvent and (iii) what are the implications in the context of determining the ongoing contribution rate at each valuation or earlier review for admitted bodies. These issues are addressed in detail in Appendix 1. The main item of policy set out in the Appendix is that, **unless the liabilities of an admitted body are transferred on closure to another employing body, the residual liabilities will be valued using the long dated Sterling AA Corporate Bond yield as a discount rate.** (It should be noted that this principle would apply to any employing body which leaves the Fund, although apart from resolution bodies the number of occasions when this is likely to occur are very few). Additionally, where an admitted body becomes insolvent and

leaves a deficit with the Fund, there is a change in the way in which this deficit will be funded in future.

Although Destination Bristol and Bath Tourism Plus are resolution bodies, these have the same characteristics as some of the Fund's admitted bodies and must be considered in the same way.

Since the Fund's policy on admitted bodies will have implications for every employing body in the Fund, this Appendix should be regarded as an integral part of the Funding Strategy Statement and be read as such.

## **7. Link to investment policy set out in the Statement of Investment Principles**

The results of the 2007 valuation show the liabilities to be 83% covered by the current assets, with the funding deficit of 17% being covered by future deficit contributions.

In assessing the value of the Fund's liabilities in the valuation, allowance has been made for asset out-performance as described below, taking into account the investment strategy adopted by the Fund, as set out in the SIP.

It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected liability outgo. However, it is possible to construct a portfolio which closely matches the liabilities and represents the least risk investment position. Such a portfolio would consist of a mixture of long-term index-linked and fixed interest gilts.

Investment of the Fund's assets in line with the least risk portfolio would minimise fluctuations in the Fund's ongoing funding level between successive actuarial valuations.

If, at the valuation date, the Fund had been invested in this portfolio, then in carrying out this valuation it would not be appropriate to make any allowance for out-performance of the investments. On this basis of assessment, the assessed value of the Fund's liabilities at the 2007 valuation would have been significantly higher, by approximately 33% and the declared funding level would be correspondingly reduced to 62%.

Departure from a least risk investment strategy, in particular to include equity investments, gives the prospect that out-performance by the assets will, over time, reduce the contribution requirements. The target position of having sufficient assets to meet the Fund's pension obligations might in practice therefore be achieved by a range of combinations of funding plan, investment strategy and investment performance.

**The current benchmark investment strategy, and expected long-term returns, as set out in the SIP are:**

Asset Class	% of Fund	Expected Return (long term, p.a.)
UK Equities	36%	7.4%
Overseas Equities	24%	7.4%
Index-Linked Gilts	6%	4.2%
Fixed Coupon Gilts	6%	4.4%
UK Corporate Bonds	5%	5.0%
Overseas Fixed Interest	3%	4.4%
Fund of Hedge Funds	10%	7.0%
Property	10%	6.8%

As documented in the SIP, the investment strategy and return expectations set out above equate to an overall expected return of 2.4% per annum in excess of long-dated gilt returns. For the purposes of setting funding strategy however, the Administering Authority believes that it is appropriate to take a margin for prudence on these return expectations.

The funding strategy adopted for the 2007 valuation is based on an assumed asset out-performance of 2.35% in respect of liabilities pre-retirement and 1.2% in respect of post-retirement liabilities. Based on the liability profile of the Scheme at valuation, this equates to an overall asset out-performance allowance of 1.9% per annum in the short term to keep pace with the liabilities. The Administering Authority believes that this is a reasonable and prudent allowance for asset out-performance, based on the investment strategy set out in the SIP.

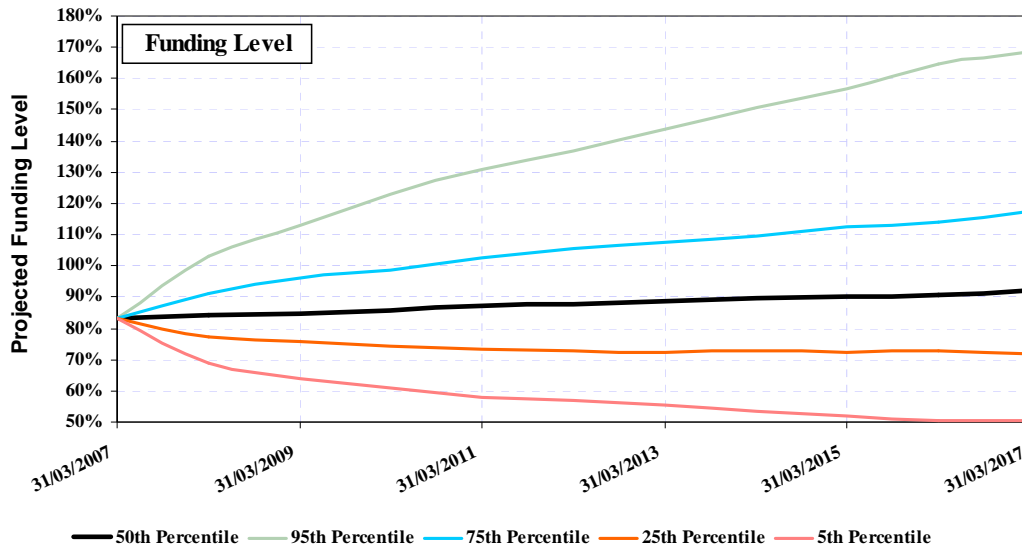
## **8. Identification of risks and counter-measures**

The funding of defined benefits is by its nature uncertain. Funding of the Scheme is based on both financial and demographic assumptions. These assumptions are specified in the actuarial valuation report. When actual experience is not in line with the assumptions adopted a surplus or shortfall will emerge at the next actuarial assessment and will require a subsequent contribution adjustment to bring the funding back into line with the target.

The Administering Authority has been advised by the actuary that the greatest risk to the funding level is the investment risk inherent in the predominantly equity based strategy, so that actual asset out-performance between successive valuations could diverge significantly from that assumed in the long term.

The chart below illustrates the range and uncertainty in the future progression of the funding level, relative to the funding target adopted at the valuation. Using a simplified model, the chart shows the probability of exceeding a certain funding level over a 10 year period from the valuation date assuming no change in contribution rates, investment strategy or the benefits of the Scheme. For example, the top line shows the 95th percentile level (i.e. there is a 5% chance

of the funding level at each point in time being better than the funding level shown, and a 95% chance of the funding level being lower.)



## Financial

The financial risks are as follows:-

- Investment markets fail to perform in line with expectations
- Market yields move at variance with assumptions
- Investment Fund Managers fail to achieve performance targets over the longer term
- Asset re-allocations in volatile markets may lock in past losses
- Pay and price inflation significantly more or less than anticipated

To the extent that employer contribution rates need to increase as a result of these risks, there will in turn be an impact on service delivery and the financial position of admitted/scheduled bodies.

In practice the extent to which these risks can be reduced is limited. However, the Fund's asset allocation is kept under constant review and the performance of the investment managers is regularly monitored.

## Demographic

The demographic risks are as follows:-

- Longevity horizon continues to expand
- Deteriorating pattern of early retirements

Increasing longevity is something which government policies, both national and local, are designed to promote. It does, however, result in a greater liability for pension funds.

Apart from the regulatory procedures in place to ensure that ill-health retirements are properly controlled, employing bodies should be doing everything in their power to minimise the number of ill-health retirements. Early retirements for reasons of redundancy and efficiency do not affect the solvency of the Fund because they are the subject of a direct charge.

### ***Regulatory***

The regulatory risks are as follows:-

- Changes to Regulations, e.g. more favourable benefits package, potential new entrants to scheme, e.g. part-time employees
- Changes to national pension requirements and/or Inland Revenue Rules

Membership of the Local Government Pension Scheme is open to all local government staff and should be encouraged as a valuable part of the contract of employment. However, increasing membership does result in higher employer costs.

Currently, arrangements are in hand to introduce a “New Look” LGPS with effect from 1 April 2008. For various reasons the new scheme could be more expensive to employers than the existing scheme and account will be taken of this in the 2007 valuation. Going forward a Policy Review Group is being set up from 2009 to monitor the affordability of the LGPS and to implement a cost sharing mechanism between employees and employers. This could result in further changes to the LGPS structure but this would not be expected any earlier than 2010.

### ***Governance***

The Avon Pension Fund Committee has done as much as it believes it reasonably can to enable employing bodies and scheme members (via their trades unions) to make their views known to the Fund and to participate in the decision-making process. So far as the revised Funding Strategy Statement is concerned, it will be circulating copies of the first draft to all employing bodies for their comments and will also place a copy on the Fund’s website. The first draft is being released after consultation with Members of the Avon Pension Fund Committee; the final version will be approved at the Committee’s meeting in September after the Fund has received feedback from the employing bodies.

Governance risks are as follows:-

- Administering Authority unaware of structural changes in employer’s membership (e.g. large fall in employee numbers, large number of retirements) with the result that contribution rates are set at too low a level

- Administering Authority not advised of an employer closing to new entrants, something which would normally require an increase in contribution rates
- An employer ceasing to exist with insufficient funding or adequacy of a bond.

For these risks to be minimised much depends on information being supplied to the Administering Authority by the employing bodies. Bond arrangements are strictly controlled and monitored, but in most cases the outsourcing employer, rather than the Fund, bears the risk.

## **9. Monitoring and Review**

The Administering Authority has taken advice from the actuary in preparing this Statement.

A full review of this Statement will occur no less frequently than every three years, to coincide with completion of a full actuarial valuation. Any review will take account of the current economic conditions and will also reflect any legislative changes.

The Administering Authority will monitor the progress of the funding strategy between full actuarial valuations. If considered appropriate, the funding strategy will be reviewed (other than as part of the triennial valuation process), for example:

- if there has been a significant change in market conditions, and/or deviation in the progress of the funding strategy
- if there have been significant changes to the Scheme membership, or LGPS benefits
- if there have been changes to the circumstances of any of the employing authorities to such an extent that they impact on or warrant a change in the funding strategy
- if there have been any significant special contributions paid into the Fund.

When monitoring the funding strategy, if the Administering Authority considers that any action is required, the relevant employing authorities will be contacted. In the case of admitted bodies, there is statutory provision for rates to be amended between valuations but it is unlikely that this power will be invoked other than in exceptional circumstances.

**Approved by the Avon Pension Fund Committee 14/09/07**

## **ADMITTED BODIES, DESTINATION BRISTOL AND BATH TOURISM PLUS**

### **Introduction**

1. An admitted body is an employer which satisfies certain criteria and applies to participate in the Fund. It is required to have an “admission agreement” with the Fund. In conjunction with the Regulations, the admission agreement sets out the conditions of participation of the admitted body including which employees (or categories of employees) are eligible to be members of the Fund.
2. There are basically two types of admitted bodies, as follows:-

**Transferee admission bodies** – An employer which participates in the Fund for the benefit of employees involved with delivery of a specific function or service for a Scheme Employer (the “transferor scheme employer”). An example is where a local authority out-sources a specific service (e.g. waste management) to a private sector employer. In these cases the Scheme Employer would be a party to the admission agreement, as well as the admission body itself and the administering authority.

**Community admission bodies** – These are the traditional type of admission bodies – bodies who operate in and/or are connected to local government. They also include admission bodies that are not associated with local government, specifically those who have links with a Scheme Employer, bodies approved by the Secretary of State and bodies to which a Scheme Employer provides funding. Bodies which were admitted in recent years are backed by a guarantee.

**Destination Bristol and Bath Tourism Plus** – Although these two bodies are Resolution Bodies, they have similar characteristics to admitted bodies (they are similar to Transferee admission bodies in that there is an outsourcing employer and they are similar to most of the Fund’s Community admission bodies in that there is no guarantee. They are both companies limited by guarantee in which the outsourcing Scheme Employer has a controlling interest. For the purpose of the Funding Strategy Statement they will be treated as if they were admitted bodies.

3. Community admission bodies in the Avon Pension Fund are a diverse group. Some are financially very secure in that they receive funding from either the government or local authorities on a quasi permanent basis. Others either have short-term funding contracts with local authorities, which may be withdrawn when the contract ends, and/or depend heavily on various forms of fund raising. As indicated above, most of the recently admitted bodies are backed by a guarantee; however, those which were

admitted more than five years ago will have no such backing and, as such, constitute a risk to the Fund. This is because they may cease operations and their residual assets may be insufficient to meet their pension liabilities in the Fund.

4. The risks associated with admitted bodies have always existed but these risks have assumed a higher profile recently because most Funds – and, by extension, most employing bodies – now have a deficit of assets relative to liabilities. It is important that, in the interests of the other employing bodies, as much as possible is done to manage the risks associated with the admitted bodies. There is also the question of the basis on which the liabilities of the admitted bodies are valued by the actuary when the admitted body leaves the Fund. These have always been valued on a stronger basis (= more highly valued) than that used for the triennial valuation and it is important, firstly, that this dichotomy is made more transparent and, secondly, that its implications are taken into account in the valuation process.

### Valuation Basis

5. When the actuary prepares the triennial valuation, the rate at which he discounts future pension payments back to a present value reflects the investment return which he expects/assumes that the Fund will earn on its investments over the long term. If this return is not achieved, either in the short term or the long term, contribution rates have to be increased at subsequent valuations.
6. When an admitted body leaves the Fund, there is no facility to revert to that body if the amount of money paid by that body to meet future pension payments proves to be inadequate. Because the body responsible for generating these liabilities has no ongoing obligation to meet any future increase in liabilities relative to assets, the liabilities left with the Fund are known as “orphan liabilities”. **Therefore, on closure, the actuary will discount future pension payments at a rate equivalent to the yield on a long-dated Sterling AA Corporate Bond.** The theory is that, if the assets left by the admitted body were invested in corporate bonds, the Fund can be assured of achieving a return which would approximate to the ongoing liabilities and thereby eliminate most of the risk arising from “orphan liabilities”. The Sterling AA Corporate Bond yield is, of course, the discount rate currently used for FRS 17 purposes.
7. For the purposes of the actuarial valuation, there is arguably a case for using the Sterling AA Corporate Bond yield to discount the liabilities of all admitted bodies. This would have a twofold benefit in that (i) it would achieve consistency between the triennial valuation and the valuation basis used on closure and (ii), because contributions would be increased, there would be greater protection for the other employing bodies who by default would have to meet any deficit left behind by any admitted body which became insolvent.

8. Against the background of the present valuation, where a significant increase in contribution rates will be required principally because of an increase in longevity, the question of affordability has to be taken into account when determining how soon a change in the valuation basis for admitted bodies can be introduced into the valuation process.
9. Initially, therefore, officers of the Avon Pension Fund will be communicating with all admitted bodies before the end of September in order to better understand their financial position and also to establish the likely duration of their future participation in the Fund. This information will then be supplied to the actuary and a decision taken by the Fund on the most appropriate funding strategy for each body. In this context the considerations set out in the following sections will be relevant.
10. For the benefit of the admitted bodies, additional information will be included in the 2007 valuation which will demonstrate the impact of moving to a different valuation basis. Firstly, alternative contribution rates will be calculated using the Sterling AA Corporate Bond yield as a discount rate; secondly, there will be a new Appendix which will show the past service deficit used for the purposes of the valuation compared with the past service deficit which would have resulted if the Sterling AA Corporate Bond yield had been used as a discount rate. As will be seen below, the relevance of this information will vary from body to body.

### **Transferee Admission Bodies**

11. As at 31 March 2007 the transferee admission bodies in the Avon Pension Fund, with the outsourcing Scheme Employer in brackets, were as follows:-

Aquaterra Leisure Ltd. (Bath & North East Somerset Council)  
HBG (Bristol City Council)  
HBS Business Services Group Ltd. (Bath & North East Somerset Council)  
Shaw Healthcare (North Somerset) Ltd. (North Somerset Council)  
SITA Holdings UK Ltd. (South Gloucestershire Council)  
SLM Community Leisure (Bristol City Council)  
SLM Fitness and Health (Bristol City Council)  
South Gloucestershire Leisure Trust (South Gloucestershire Council)  
STA Travel (University of Bath)  
The Brandon Trust (North Somerset Council)

The Fund's actuary has advised that, if the outsourcing employer is willing to take over the liabilities of the admitted body when the admission agreement is terminated, the existing valuation basis can continue to be used (this does not preclude the possibility of the admitted body compensating the outsourcing employer for any deficit which may exist on closure). If, however, the outsourcing employer is not willing to take over the liabilities, the admitted body's liabilities would become "orphan liabilities" and the stronger valuation basis would apply on closure.

12. The information which the Council will be seeking in respect of these admitted bodies is the policy stance of the outsourcing Scheme Employer with regard to the treatment of the transferee admission body's liabilities on closure.
13. In future any admission agreements involving transferee admission bodies will address the issue of closure arrangements when the agreement is prepared.

### **Community Admission Bodies (with guarantee)**

14. In recent years there has been provision in the regulations for the Fund to seek guarantees in support of applications made by Community Admission Bodies who wish to participate in the Fund. The current policy of the Avon Pension Fund is that any such applications must, with few exceptions, be accompanied by a guarantee or, failing that, a bond.
15. As at 31 March 2007 the community admission bodies in the Avon Pension Fund supported by a guarantee were as follows:-

Merlin Housing Society Ltd.  
North Somerset Housing  
Southwest Grid for Learning Trust

16. The guarantors for Merlin Housing Society Ltd and North Somerset Housing are South Gloucestershire Council and North Somerset Council respectively. In this case the relationship between the community admission bodies and the outsourcing employer is essentially the same as for transferee admission bodies and, for actuarial purposes, will therefore be treated in the same way. The Fund will accordingly seek to establish the policy stance of the outsourcing employer with regard to the treatment of the transferee admission body's liabilities on closure.
17. The admission agreement for Southwest Grid for Learning Trust involves multiple guarantors, many of whom are not employers in the Avon Pension Fund. In this case it is not practical for any deficit on closure to be transferred to another employer in the Fund. The Sterling AA Corporate Bond valuation basis would therefore apply on closure and discussions will need to take place with Southwest Grid for Learning Trust to determine the implications of this for the purposes of the valuation.

### **Community Admission Bodies (without guarantee)**

18. The majority of community admission bodies in the Fund are, for historical reasons, not supported by a guarantee. Some were admitted prior to 1974, the year in which Avon County Council became the administering authority for the Avon Pension Fund. Some were admitted during the Avon County Council era (1974 to 1996). Others were admitted during the first five years of Bath & North East Somerset

Council's administration of the Fund when there was no provision in the regulations for guarantees to underpin an admission agreement.

19. As at 31 March 2007 the community admission bodies in the Avon Pension Fund without a guarantee were as follows:-

Ashley House Hostel  
Bath & North East Somerset Racial Equality Council  
Brislington Neighbourhood Centre  
Bristol Council for Racial Equality  
Centre for Deaf People  
Clifton Suspension Bridge Trust  
Commission for Social Care and Inspection  
Community Action  
Connexions West of England  
Direxions for Success Ltd  
Holburne Museum of Art  
Off The Record Bath & North East Somerset  
Somerset Community Housing Trust  
Somerset Housing Group Ltd  
South West Museums Libraries & Archives Council  
Southern Brooks Community Partnership  
University of Bath  
West Mendip Internal Drainage Board  
Woodspring Association for Blind People

20. Some of these organisations provide a service which, because it is supported by a particular employing body, can be regarded as providing that service on behalf of the employing body. In the event that an organisation of this sort goes into liquidation and leaves the Fund with an excess of liabilities relative to assets (using the Sterling AA Corporate Bond valuation basis), a proposal was made in the draft FSS that after utilising any legal remedies which may exist to obtain the necessary funds from the defunct body itself, the deficit would be transferred to the relevant employing body. However this proposal did not attract unanimous support. Therefore the existing arrangements will remain unchanged whereby the uncovered deficit arising from the failure of the admitted body will be shared among all employing bodies in the Fund.

21. In more general terms, the question of whether the valuation basis should be changed for community admission bodies without a guarantee will depend very much on individual circumstances. For example, some of these bodies may intend to remain with the Fund indefinitely and, in the hypothetical event of closure, would have sufficient resources to meet the closure cost calculated on the new basis. In these cases it will be sufficient to simply draw the body's attention to the Fund's policy on closure as set out in this Statement. Other bodies may not have the same financial strength and in these cases the desirability of moving to a Sterling AA Corporate Bond basis of valuation will have to be weighed against the feasibility of that body paying the higher contribution rates which would result. The Fund's officers will review the membership and

financial circumstances of these bodies on a regular basis in order to establish the way in which the new policy should be applied to each body.

### **Destination Bristol and Bath Tourism Plus**

22. It is considered that there may be a case for moving Destination Bristol and Bath Tourism Plus to the stronger valuation base whereby liabilities are discounted by the Sterling AA Corporate Bond yield. However, the link between these organisations and the outsourcing employers is so strong that discussions will need to take place with the interested parties before any decisions are taken.

### **Valuation 2007**

23. The information from the review of the Fund's admitted bodies will, as indicated earlier, be supplied to the Fund's actuary who will take it into account when setting the contribution rates effective from 1 April 2008.