

HYMANS  ROBERTSON

Derbyshire Pension Fund

Actuarial valuation as at 31 March 2019

Valuation report

31 March 2020

Contents

	Page
Valuation report	
1 Introduction	1
2 Valuation approach	3
3 Valuation results	5
4 Sensitivity analysis	10
5 Final comments	13
Appendices	
Appendix 1 – Data	14
Appendix 2 – Assumptions	15
Appendix 3 – Rates and Adjustments certificate	19
Appendix 4 – Section 13 dashboard	28

1 Introduction

Background to the actuarial valuation

We have been commissioned by Derbyshire County Council (“the Administering Authority”) to carry out an actuarial valuation of the Derbyshire Pension Fund (“the Fund”) as at 31 March 2019 as required under Regulation 62 of the Local Government Pension Scheme Regulations 2013 (“the Regulations”).

The actuarial valuation is a risk management exercise with the purpose of reviewing the current funding plans and setting contribution rates for the Fund’s participating employers for the period from 1 April 2020 to 31 March 2023. This report summarises the outcomes of the valuation and the underlying advice provided to the Administering Authority throughout the valuation process.

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

- Our [2019 valuation toolkit](#) which sets out the methodology used when reviewing funding plans;
- Our papers dated March 2019 and August 2019 which discuss the valuation assumptions;
- Our Initial Results Report dated November 2019 which outlines the whole fund results and inter-valuation experience;
- The Funding Strategy Statement which details the approach taken to adequately fund the current and future benefits due to members.

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

Reliances and Limitations

This report has been prepared for the sole use of Derbyshire County Council in its role as Administering Authority of the Fund to provide an actuarial valuation of the Fund as required under the Regulations. It has not been prepared for any other third party or for any other purpose. We make no representation or warranties to any third party as to the accuracy or completeness of this report, no reliance should be placed on this report by any third party and we accept no responsibility or liability to any third party in respect of it.

Hymans Robertson LLP is the owner of all intellectual property rights in this report. All such rights are reserved.

The totality of our advice complies with the Regulations as they relate to actuarial valuations.

The following Technical Actuarial Standards¹ are applicable in relation to this report and have been complied with where material:

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

Use of this report by other parties

This report is addressed to the Administering Authority of the Fund only. We appreciate that other parties may also seek information about the 2019 valuation process and methodology. We would encourage such parties to refer to the following publicly available documents for further information:

- The Fund's Funding Strategy Statement;
- The Fund's Investment Strategy Statement;
- Published meeting papers and minutes for the quarterly meetings of the Fund's Pensions Committee.

Considering these papers alongside this valuation report will provide a more complete view of the Fund's funding strategy and decision-making process surrounding this. These documents are available on the Fund's website or on request.

2 Valuation approach

Employer contribution rates

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

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

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

This is achieved in practice by following the process outlined below.

Step 1: The Fund sets a funding target (or funding basis) for each employer which defines the estimated amount of assets to be held to meet the future benefit payments.

Step 2: The Fund sets the funding time horizon over which the funding target is to be achieved.

Step 3: The Fund sets contributions that give a sufficiently high likelihood of meeting the funding target over the set time horizon.

These three steps are central to the "risk-based" approach to funding which is described in Guide 5 of our [2019 valuation toolkit](#)².

The risk-based approach uses an Asset Liability Model (described in Guide 6) of the [2019 valuation toolkit](#) to project each employer's future benefit payments, contributions and investment returns into the future under 5,000 possible economic scenarios. Future inflation (and therefore benefit payments) and investment returns for each asset class (and therefore asset values) are variables in the projections. Further details of these variables are provided in Appendix 2. The investment strategy underlying the projection of employer asset values is provided in Appendix 1.

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

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

Further detail on the approach to calculating contributions for individual employers, including the parameters used in the three steps for each type of employer, is set out in the Funding Strategy Statement dated March 2020.

² https://www.hymans.co.uk/media/uploads/LGPS_2019_Valuation_Toolkit_Guides.pdf

Funding position as at 31 March 2019

The valuation also offers an opportunity to measure the Fund's funding position as at 31 March 2019. Whilst this measurement has limited insight into understanding the long term ability to be able to pay members' benefits, it is a useful summary statistic.

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

Significant events

The figures in this report are based on our understanding of the benefit structure of the LGPS in England and Wales as at 31 March 2019. Details can be found at <http://www.lgpsregs.org/>.

McCloud ruling

The LGPS benefit structure is currently under review following the Government's loss of the right to appeal the McCloud and other similar court cases. At the time of writing, the format and scope of any benefit changes in light of the McCloud ruling is still unknown. In line with the [advice issued by the Scheme Advisory Board in May 2019](#), the following allowance has been made at the valuation for the McCloud ruling:

- Employer contribution rates: additional prudence in funding plans via an increase in the likelihood of success (step 3) when setting contribution rates;
- Measurement of funding position at 31 March 2019: no allowance.

Further details of the approach taken are set out in Section 2.7 of the Funding Strategy Statement.

Indexation and equalisation of Guaranteed Minimum Pensions (GMP)

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

As part of the introduction of STP, the Government confirmed that public service pension schemes, including the LGPS, will be responsible for funding all increases on GMP as an 'interim solution'. In their [January 2018 consultation response](#), HM Treasury confirmed that the 'interim solution' will continue to remain in place up to 5 April 2021. Thereafter the Government's preferred approach is to convert GMP to scheme pension.

For the 2019 valuation, given the Government's preference for conversion to scheme benefits, we have assumed that all increases on GMPs for members reaching State Pension Age after 6 April 2016 will be paid for by LGPS employers. This has served to increase the value placed on the liabilities.

The Government have also stated that their preferred long term indexation solution of converting GMP to scheme pension will also meet the requirements of equalisation.

3 Valuation results

Employer contribution rates

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

In order to meet the above objectives, the methodology set out in Section 2 has been used to set employer contributions from 1 April 2020.

Employer contributions are made up of two elements:

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

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

Each employer has been certified primary and secondary contributions that are appropriate for that employer's circumstances and which reflects that employer's experience. However, broadly speaking:

- Primary contribution rates have been subject to some upwards pressure as a result of a weaker outlook for future investment returns and the additional prudence built into funding plans to allow for the McCloud ruling;
- Secondary contributions have decreased as employer assets have increased since 31 March 2016, reducing any extra contributions required in respect of benefits accrued to the valuation date. The impact of this on secondary contributions has been partially offset by the additional prudence built into funding plans to allow for the McCloud ruling.

The table below summarises the whole fund Primary and Secondary Contribution rates at this valuation. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the Regulations and CIPFA guidance. The whole fund Primary and Secondary contributions calculated at the 2016 valuation of the Fund are shown for comparison.

	Last Valuation 31 March 2016		This Valuation 31 March 2019	
Primary Rate (% of pay)	17.1%		18.5%	
Secondary Rate (£)	2017/18	19,396,000	2020/21	17,432,000
	2018/19	19,316,000	2021/22	17,752,000
	2019/20	19,224,000	2022/23	18,079,000

The Primary rate includes an allowance of 0.4% of pensionable pay for the Fund's expenses (0.3% at the 2016 valuation).

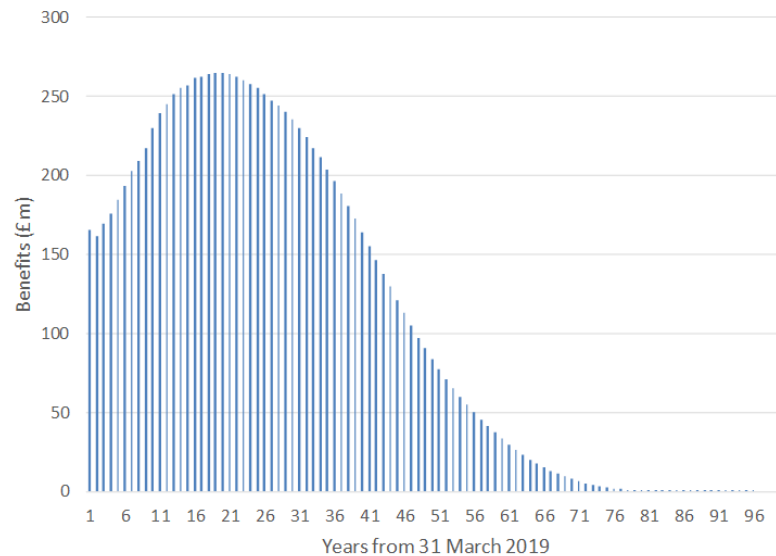
The total expected contributions to be received by the Fund over the period 1 April 2020 to 31 March 2023 is higher overall in monetary terms than the expected contributions over the period 1 April 2017 to 31 March 2020.

The average employee contribution rate is 6.3% of pensionable pay (6.1% at the 2016 valuation).

Funding position as at 31 March 2019

The funding position is a summary statistic often quoted to give an indication of the health of the fund. It is limited as it provides only a snapshot in time and is based on a single set of assumptions about the future. To measure the funding position at 31 March 2019, we compare the value of the Fund's assets on that date against the expected cost (including an allowance for future investment returns) of all the future benefit payments accrued up to the valuation date (the liabilities).

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

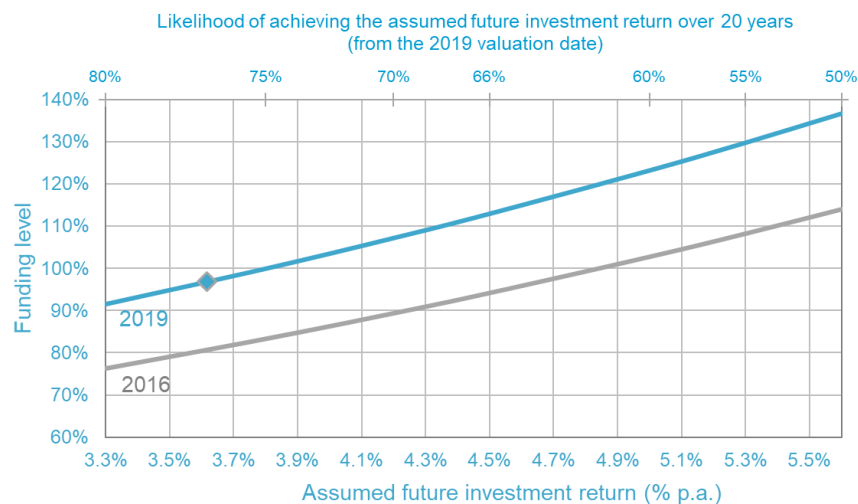


Using an assumption about the future investment return generated from the Fund's assets then allows a value to be placed on these payments in today's money; the liabilities. The higher the assumed investment return, the lower the liability value and therefore the higher the funding level.

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

- There is a 50% likelihood of the Fund's investments achieving at least an annual return of 5.6% p.a. over the next 20 years;
- There is a 75% likelihood of the Fund's investments achieving at least an annual return of 3.8% p.a. over the next 20 years; and
- There is an 80% likelihood of the Fund's investments achieving at least an annual return of 3.3% p.a. over the next 20 years.

The following chart shows how the funding level varies with the future investment return assumption (blue line). For comparison, the funding level associated with the same choice of investment return assumption at the 2016 valuation is also shown (grey line).



From this chart, we can see that:

- Regardless of the investment return assumption used, there has been a genuine improvement in the funding position at 31 March 2019 compared to the last valuation, reflecting an increase in the assets held today per pound of benefit to be paid out in future;
- The funding position would be 100% if future investment returns were around 3.8% p.a. (at 2016, the investment return would have needed to be 4.9% p.a.). The likelihood of the Fund's assets yielding at least this return is around 75%.
- If future investment returns were 5.6% p.a. then the Fund currently holds sufficient assets to meet 135% of the accrued liabilities. The likelihood of the Fund's assets yielding at least this return is 50%. 135% can therefore be considered the "best estimate" funding position.

Reported funding position

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

However, there is still a requirement to report a single funding position at 31 March 2019. This reported position must include a margin of prudence.

For the purpose of reporting a funding level and an associated funding surplus/deficit for the 2019 valuation, an investment return of 3.6% p.a. has been used. It is estimated that the Fund's assets have a 77% likelihood of achieving this return.

The resulting funding position is as follows:

Valuation Date	31 March 2016	31 March 2019
Past Service Liabilities	(£m)	(£m)
Employees	1,703	2,019
Deferred Pensioners	758	923
Pensioners	1,776	2,150
Total Liabilities	4,236	5,092
Assets	3,672	4,929
Surplus / (Deficit)	(564)	(163)
Funding Level	87%	97%

There has been an improvement in the reported funding level since 31 March 2016 from 87% to 97% and a reduction in the funding deficit from £564m to £163m.

A breakdown of the key factors that have influenced the reported funding position from 31 March 2016 to 31 March 2019 are detailed overleaf.

Change in the surplus/deficit position	Assets (£m)	Liabilities (£m)	Surplus / (Deficit) (£m)
Last valuation at 31 March 2016	3,672	4,236	(564)
Cashflows			
Employer contributions paid in	393		393
Employee contributions paid in	116		116
Benefits paid out	(464)	(464)	0
Net transfers into / out of the Fund*	(5)		(5)
Other cashflows (e.g. Fund expenses)	(8)		(8)
Expected changes in membership			
Interest on benefits already accrued		536	(536)
Accrual of new benefits		530	(530)
Membership experience vs expectations			
Salary increases less than expected		(6)	6
Benefit increases less than expected		(1)	1
Early retirement strain (and contributions)	6	5	1
Ill health retirement gain		(24)	24
Early leavers greater than expected		(4)	4
Pensions ceasing greater than expected		(13)	13
Commutation greater than expected		(5)	5
Other membership experience		(20)	19
Changes in market conditions			
Investment returns on the Fund's assets	1,219		1,219
Changes in future inflation expectations		132	(132)
Changes in actuarial assumptions			
Change in demographic assumptions (excl. longevity)		(17)	17
Change in longevity assumptions		(164)	164
Change in salary increase assumption		14	(14)
Change in discount rate		356	(356)
This valuation at 31 March 2019	4,929	5,092	(163)

*We have insufficient data to value the impact on the liabilities as a result of all transfers in / out.

Note that figures may not sum due to rounding

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

- There is an interest cost of £536m. This is broadly three years of compound interest (or expected investment returns) at 4.0% p.a. applied to the previous valuation liability value of £4,236m. The benefits that have been accrued to the valuation date are three years closer to payment at 31 March 2019 than they were at 31 March 2016, meaning there is a shorter period for future investment returns to help meet this cost. This serves to increase the value placed on the liabilities;
- The areas of membership experience that have had the greatest impact on the surplus/deficit position of the Fund are set out below, together with their impact on the liabilities:

	Expected	Actual	Difference	Impact on Liabilities
Pre-retirement experience				
Early leavers (no of lives)	9,512	11,327	1,815	Positive
Ill health retirements (no of lives)	321	135	(186)	Positive
Salary increases (p.a.)	3.3%	3.1%	(0.2%)	Positive
Post-retirement experience				
Benefit increases (p.a.)	2.1%	2.1%	(0.0%)	Broadly neutral
Pensions ceasing (£m)	8,593	9,394	801	Positive

- The changes to the longevity assumptions used for the valuation have resulted in a modest reduction in life expectancies. This has served to reduce the liabilities by £164m;
- The assumed rate of future CPI inflation has increased from 2.1% p.a. at 31 March 2016 to 2.3% p.a. at 31 March 2019. This has increased the value of the liabilities by £132m;
- The assumed rate of future investment returns has decreased from 4.0% p.a. to 3.6% p.a.. This has increased the value of the liabilities by £356m.

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

- The investment return on the Fund's assets for the period 31 March 2016 to 31 March 2019 was 33.3%. This has increased the value of the assets by £1,219m.

Projection of the funding position

The progression of the funding position will depend on various factors including future asset performance, economic conditions and membership movements. If the financial and demographic assumptions made at this valuation are borne out in practice, and there are no changes to the valuation assumptions, we project that the funding level at the 2022 valuation date will be approximately the same as at 31 March 2019. This allows for contributions to be paid as described in Appendix 3.

4 Sensitivity analysis

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

Sensitivity of contribution rates to changes in assumptions

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

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

Sensitivity of the funding position to changes in assumptions

The reported valuation funding position is based on one set of actuarial assumptions about the future of the Fund. If all of the assumptions made were exactly borne out in practice then the liability value presented in this report would represent the actual cost of providing accrued benefits from the Fund as it stands at 31 March 2019.

Sensitivity of the funding position to future investment returns

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

Sensitivity of the funding position to future inflation

Pensions (both in payment and in deferment) in the LGPS increase annually in line with CPI. Furthermore, benefits accrued in the CARE scheme are revalued annually in line with CPI. If future CPI inflation is higher than the assumed rate of 2.3% p.a. then the cost of the benefits will be higher than we have set out in Section 3.

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

CPI Assumption	Surplus/(Deficit)	Funding Level
% pa	(£m)	%
2.1%	(31)	99%
2.3%	(163)	97%
2.5%	(295)	94%

Sensitivity of the funding position to life expectancy

The main area of demographic risk is people living longer than expected. If long term mortality rates fall at a rate of 1.5% p.a. (compared to the assumed 1.25% p.a.) then members will live slightly longer than we have assumed in this valuation. The impact on the funding position is detailed below.

Long term rate of improvement	Surplus/(Deficit)	Funding Level
% pa	(£m)	%
1.25%	(163)	97%
1.50%	(205)	96%

Other demographic risks to consider

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

Comment on sensitivity analysis

Note that the tables above show the effect of changes to each assumption in isolation. In reality, it is perfectly possible for the experience of the Fund to deviate from more than one of the assumptions simultaneously and so the precise effect on the funding position is therefore more complex. Furthermore, the range of assumptions shown here is by no means exhaustive and should not be considered as the limits of how extreme experience could actually be.

Other risks to consider

Regulatory, Administration and Governance risks

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

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

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

Resource and environment risks

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

Climate change is a complex issue for the Fund. Adverse future climate change outcomes will have an impact on future longevity, inflation, government and corporate bond yields and equity returns.

Whilst there has been no explicit increase in certified employer contribution related to climate change, these risks have been considered by the Administering Authority when assessing the output from contribution rate ('comPASS') modelling. These risks were explored further as part of the stabilisation modelling commissioned by the Awarding Authority.

Risk management


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

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

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

Post calculation events

There has recently been significant volatility in the financial markets as a result of the economic uncertainty associated with the COVID-19 pandemic. At 29 March 2020, we estimate that the whole fund investment return since 31 March 2019 would be in the region of -5% to -10%.



As an open scheme, with a strong covenant, the LGPS as a whole is able to take a long term outlook when considering the general funding implications of such external events. For employers who have a very short time horizon, recent market falls may be more immediately impactful and the administering authority may take steps to engage individually with these employers about the deteriorated funding position.

At the time of writing, it is very uncertain how this will affect the long term economy and investment returns. Therefore no allowance has been made for this ongoing volatility in the 2019 valuation results or contribution rates detailed in the Rates & Adjustments Certificate. This situation will be monitored closely to understand what impact it may have on the Fund and participating employers.

5 Final comments

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

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

Intervaluation employer events

New employers joining the Fund

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

Cessations and bulk transfers

Any employer who ceases to participate in the Fund should be referred to us in accordance with Regulation 64 of the Regulations.

Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund; or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement;

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

Valuation frequency

Under the provisions of the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2022 where contribution rates payable from 1 April 2023 will be set.



Barry Dodds



Richard Warden

Fellows of the Institute and Faculty of Actuaries

For and on behalf of Hymans Robertson LLP

31 March 2020



Appendices

Appendix 1 – Data

Membership data as at 31 March 2019

A summary of the membership data provided by the Administering Authority for the purposes of the valuation at 31 March 2019 is shown below. The corresponding membership data from the previous valuation is also shown for reference.

Whole Fund Membership Data	Last Valuation 31 March 2016	This Valuation 31 March 2019
Employee members		
Number	34,762	37,033
Total Actual Pay (£000)	574,275	626,894
Total Accrued Pension (£000) (80ths)	-	33,246
Total Accrued Pension (£000) (60ths)	-	31,786
Total Accrued Pension (£000) (CARE)	20,328	49,826
Average Age (liability weighted)	51.4	51.7
Future Working Lifetime (years)	9.2	8.2
Deferred pensioners		
Number	33,131	36,160
Total Accrued Pension (£000)	43,586	50,035
Average Age (liability weighted)	50.7	50.9
Pensioners		
Number	26,513	29,860
Total pensions in payment (£000)	110,609	131,207
Average Age (liability weighted)	68.0	68.3
Average duration of liabilities	16.7	18.2

Benchmark investment strategy

The following investment strategy, extracted from the Fund's Investment Strategy Statement, has been used to assess employer contribution rates and to set the future investment return assumption as at 31 March 2019:

% allocation	Current strategy
UK equities	16%
Overseas equities	37%
Infrastructure	8%
Private equity	4%
Total growth assets	65%
Cash	2%
Index-linked gilts	6%
Fixed interest gilts	6%
UK Corporate Bonds	6%
Total protection assets	20%
Multi asset credit	6%
Property	9%
Total income generating assets	15%
Grand total	100%

Other data used in this valuation

We have also relied upon asset and accounting data from the Fund's published 2016/17, 2017/18 and 2018/19 Annual Report and Accounts. Employer level cashflow data was provided by the Administering Authority and reconciled against the information shown in these documents.

Comment on data quality

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have carried out validations on the membership data provided to ensure it is fit for the purpose of the valuation. Further details can be found in our report issued to the Administering Authority entitled "Data report for 2019 valuation", dated March 2020. We believe the membership data is fit for the purposes of this valuation.

Appendix 2 – Assumptions

Financial assumptions used to set employer contribution rates

Projection of assets and benefit payments

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

The model underlying these projections is Hymans Robertson's proprietary economic model, the Economic Scenario Service (ESS). The ESS is a complex model to reflect the interactions and correlations between different asset classes and wider economic variables. The table below shows the calibration of the model as at 31 March 2019. All returns are shown net of fees and are the annualised total returns over 5, 10 and 20 years, except for the yields which refer to simulated yields at that time horizon.

		Annualised total returns									
		Cash	Index Linked Gilts (medium)	Fixed Interest Gilts (medium)	UK Equity	Overseas Equity	Property	Corp Medium A	Inflation	17 year real yield	17 year yield
5 years	16th %ile	-0.4%	-2.3%	-2.9%	-4.1%	-4.1%	-3.5%	-2.7%	1.9%	-2.5%	0.8%
	50th %ile	0.7%	0.5%	0.3%	4.0%	4.1%	2.4%	0.8%	3.3%	-1.7%	2.1%
	84th %ile	2.0%	3.3%	3.4%	12.7%	12.5%	8.8%	4.0%	4.9%	-0.8%	3.6%
10 years	16th %ile	-0.2%	-1.8%	-1.3%	-1.5%	-1.4%	-1.5%	-0.9%	1.9%	-2.0%	1.2%
	50th %ile	1.3%	0.0%	0.2%	4.6%	4.7%	3.1%	0.8%	3.3%	-0.8%	2.8%
	84th %ile	2.9%	1.9%	1.7%	10.9%	10.8%	7.8%	2.5%	4.9%	0.4%	4.8%
20 years	16th %ile	0.7%	-1.1%	0.1%	1.2%	1.3%	0.6%	0.7%	2.0%	-0.7%	2.2%
	50th %ile	2.4%	0.3%	1.0%	5.7%	5.8%	4.3%	1.9%	3.2%	0.8%	4.0%
	84th %ile	4.5%	2.0%	2.0%	10.3%	10.4%	8.1%	3.0%	4.7%	2.2%	6.3%
Volatility (Disp) (1 yr)		1%	7%	10%	17%	17%	14%	11%	1%		

Funding target

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

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

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

Assumption	Economic Indicator
Benefit increases	Future CPI inflation expectations
CARE revaluation	Future CPI inflation expectations
Salary increases	As above plus 0.7% p.a.
Future investment returns	Prevailing risk free rate of return plus margin

The Fund has two funding bases which will apply to different employers depending on their type. Each funding basis uses a different margin in the future investment return assumption.

Funding Basis	Margin above risk-free rate
Ongoing participation	1.8%
Gilts exit	0%

Financial assumptions used to assess the funding position

Salary and Benefit Increases

Financial Assumptions (p.a.)	31 March 2016	31 March 2019
Benefit increases and CARE revaluation (CPI)	2.1%	2.3%
Salary increases	2.7%*	3.0%**

*CPI plus 0.6%

**CPI plus 0.7%

Investment Return

The reported funding position is based on an assumed future investment return of 3.6% p.a.. The derivation of this assumption is set out in Section 3. The equivalent assumption at the 2016 valuation was 4.0% p.a.. This was derived in a different way, please see the 2016 valuation report for further details.

Demographic assumptions

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

Longevity

As the fund is a member of Club Vita, the baseline longevity assumptions are a bespoke set of Vita Curves that are tailored to fit the membership profile of the Fund. These curves are based on the data the Fund has provided us with for the purposes of this valuation.

We have also allowed for future improvements in mortality based on the CMI 2018 model with an allowance for smoothing of recent mortality experience and a long term rate of improvement of 1.25% p.a. for both women and men.

Longevity Assumptions	31 March 2016	31 March 2019
Baseline Longevity	Club Vita	Club Vita
Future Improvements	CMI2013, Peaked, 1.25% p.a. long term	CMI2018, Smoothed, 1.25% p.a. long term

Full details are available on request.

The longevity assumptions result in the following typical future life expectancies from age 65 (figures for 2016 shown for comparison):

Assumed Life Expectancy	31 March 2016	31 March 2019	
Male	Pensioners	21.9 years	21.6 years
	Non-pensioners	23.9 years	22.6 years
Female	Pensioners	24.4 years	23.7 years
	Non-pensioners	26.5 years	25.1 years

Non-pensioners are assumed to be aged 45 at the valuation date

Other demographic assumptions

We are in the unique position of having a very large local authority data set from which to derive our other demographic assumptions. We have analysed the trends and patterns that are present in the membership of local authority funds and tailored our demographic assumptions to reflect LGPS experience. The resulting demographic assumptions are as follows:

Demographic Assumptions	
Retirements in normal health	We have adopted the retirement age pattern assumption as used for the purpose of the 2016 LGPS cost cap valuation. Further details are available on request.
Death in Service	See sample rates below
Retirements in ill health	See sample rates below
Withdrawals	See sample rates below
Promotional salary increases	See sample increases below
Family details	A varying proportion of members are assumed to have a dependant at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. The dependant of a male member is assumed to be 3 years younger than him and the dependant of a female member is assumed to be 3 years older than her.
Commutation	50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2008 (equivalent 75% for service from 1 April 2008).
50:50 option	0.5% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

Sample rates for demographic assumptions

Males

Age	Salary Scale	Incidence per 1000 active members per annum						
		Death Before Retirement FT & PT	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.21	252.69	527.36	0.00	0.00	0.00	0.00
25	117	0.21	166.91	348.34	0.00	0.00	0.00	0.00
30	131	0.26	118.43	247.12	0.00	0.00	0.00	0.00
35	144	0.30	92.53	193.05	0.10	0.07	0.02	0.01
40	150	0.51	74.50	155.38	0.16	0.12	0.03	0.02
45	157	0.85	69.98	145.92	0.35	0.27	0.07	0.05
50	162	1.36	57.68	120.15	0.90	0.68	0.23	0.17
55	162	2.13	45.42	94.66	3.54	2.65	0.51	0.38
60	162	3.83	40.49	84.34	6.23	4.67	0.44	0.33
65	162	6.38	0.00	0.00	11.83	8.87	0.00	0.00

Females

Age	Salary Scale	Incidence per 1000 active members per annum						
		Death Before Retirement FT & PT	Withdrawals		Ill Health Tier 1		Ill Health Tier 2	
			FT	PT	FT	PT	FT	PT
20	105	0.12	204.63	290.53	0.00	0.00	0.00	0.00
25	117	0.12	137.69	195.46	0.07	0.07	0.02	0.01
30	131	0.18	115.42	163.82	0.09	0.10	0.03	0.02
35	144	0.30	99.62	141.34	0.18	0.19	0.05	0.04
40	150	0.48	82.91	117.60	0.27	0.29	0.08	0.06
45	157	0.77	77.37	109.72	0.36	0.39	0.10	0.08
50	162	1.13	65.23	92.41	0.68	0.73	0.24	0.18
55	162	1.49	48.67	69.02	2.51	2.69	0.52	0.39
60	162	1.90	39.23	55.55	4.00	4.28	0.54	0.40
65	162	2.44	0.00	0.00	7.18	7.69	0.00	0.00

Prudence in assumptions

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

Contribution rates

- Employer funding plans have been set such that the likelihood the employer's funding target is met by the end of the funding time horizon is more than 50%. The actual likelihood varies by employer. Further detail in is the Funding Strategy Statement.

Funding position

- The Fund's investments have a 77% likelihood of returning at least the assumed return.

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

The assumptions used in this valuation have been agreed with the Administering Authority and are set out in the Fund's Funding Strategy Statement dated 08 January 2020.

Appendix 3 – Rates and Adjustments certificate

In accordance with regulation 62(4) of the Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2020 to 31 March 2023 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated 08 January 2020 and in Appendix 2 of our report on the actuarial valuation dated 31 March 2020. These assumptions underpin our estimate of the number of members who will become entitled to a payment of pensions under the provisions of the LGPS and the amount of liabilities arising in respect of such members.

The table below summarises the whole fund Primary and Secondary Contribution rates for the period 1 April 2020 to 31 March 2023. The Primary rate is the payroll weighted average of the underlying individual employer primary rates and the Secondary rate is the total of the underlying individual employer secondary rates, calculated in accordance with the Regulations and CIPFA guidance.

Whole Fund Contribution Rate		
Primary Rate (% of pay)	18.5%	
Secondary Rate (£)	2020/21	17,432,000
	2021/22	17,752,000
	2022/23	18,079,000

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

Employer code	Employer/Pool name	Contributions currently in payment 2019/2020	Primary Rate % 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Councils												
	Derbyshire County Council ⁽¹⁾	14.5% plus £15,536,000	18.2%	-2.7%	£15,536,000	-2.7%	£15,536,000	-2.7%	£15,536,000	15.5% plus £15,536,000	15.5% plus £15,536,000	15.5% plus £15,536,000
	Derby City Council	13.5% plus £6,981,000	17.6%	-3.1%	£6,981,000	-3.1%	£6,981,000	-3.1%	£6,981,000	14.5% plus £6,981,000	14.5% plus £6,981,000	14.5% plus £6,981,000
460	ENGIE Services Ltd ⁽²⁾	20.6%	28.0%	-3.0%	£0	-3.0%	£0	-3.0%	£0	25.1%	25.1%	25.1%
479	Action For Children ⁽²⁾	28.1%	28.6%	-12.1%	£0	-12.1%	£0	-12.1%	£0	16.5%	16.5%	16.5%
	High Peak Borough Council	12.4% plus £1,833,000	18.3%	-4.9%	£1,833,000	-4.9%	£1,833,000	-4.9%	£1,833,000	13.4% plus £1,833,000	13.4% plus £1,833,000	13.4% plus £1,833,000
485	Alliance Environmental Services	16.9%	18.3%	0.0%	£0	0.0%	£0	0.0%	£0	18.3%	18.3%	18.3%
	Erewash Borough Council	13.1% plus £1,125,000	17.8%	-3.7%	£999,000	-3.7%	£999,000	-3.7%	£999,000	14.1% plus £999,000	14.1% plus £999,000	14.1% plus £999,000
499	Parkwood Leisure (Erewash) ⁽²⁾	27.2%	28.1%	-1.3%	£0	-1.3%	£0	-1.3%	£0	26.8%	26.8%	26.8%
	Derbyshire Dales District Council	13.6% plus £645,000	17.6%	-3.0%	£561,000	-3.0%	£561,000	-3.0%	£561,000	14.6% plus £561,000	14.6% plus £561,000	14.6% plus £561,000
493	Wealden Leisure Ltd (Freedom Leisure) ⁽²⁾	24.5%	26.9%	-1.2%	£0	-1.2%	£0	-1.2%	£0	25.8%	25.8%	25.8%
131	Bolsover District Council	13.9% plus £962,000	18.1%	-3.2%	£962,000	-3.2%	£962,000	-3.2%	£962,000	14.9% plus £962,000	14.9% plus £962,000	14.9% plus £962,000
	Chesterfield Borough Council	14.2% plus £1,991,000	17.7%	-2.5%	£1,991,000	-2.5%	£1,991,000	-2.5%	£1,991,000	15.2% plus £1,991,000	15.2% plus £1,991,000	15.2% plus £1,991,000
136	North East Derbyshire District Council	13.7% plus £1,527,000	18.0%	-3.3%	£1,527,000	-3.3%	£1,527,000	-3.3%	£1,527,000	14.7% plus £1,527,000	14.7% plus £1,527,000	14.7% plus £1,527,000
	South Derbyshire District Council	13.8% plus £678,000	17.6%	-2.8%	£678,000	-2.8%	£678,000	-2.8%	£678,000	14.8% plus £678,000	14.8% plus £678,000	14.8% plus £678,000
130	Amber Valley Borough Council	14.0% plus £1,057,000	18.3%	-3.3%	£1,057,000	-3.3%	£1,057,000	-3.3%	£1,057,000	15.0% plus £1,057,000	15.0% plus £1,057,000	15.0% plus £1,057,000
	Town and Parish Councils (Pre 2001)	23.8%	18.4%	-0.2%	£0	-0.2%	£0	-0.2%	£0	18.2%	18.2%	18.2%
	Town and Parish Councils (Post 2001)	17.2%	19.1%	-0.3%	£0	-0.3%	£0	-0.3%	£0	18.8%	18.8%	18.8%
Other Scheduled Bodies												
40	Peak District National Park Authority	14.0% plus £224,000	18.0%	-3.0%	£224,000	-3.0%	£224,000	-3.0%	£224,000	15.0% plus £224,000	15.0% plus £224,000	15.0% plus £224,000
123	Derby Homes Ltd	13.4% plus £290,000	17.5%	-3.1%	£290,000	-3.1%	£290,000	-3.1%	£290,000	14.4% plus £290,000	14.4% plus £290,000	14.4% plus £290,000
	Rykneld Homes	16.4%	17.6%	-0.2%	£0	-0.2%	£0	-0.2%	£0	17.4%	17.4%	17.4%
139	Chesterfield Crematorium	17.8% plus £29,000	18.0%	0.8%	£29,000	0.8%	£29,000	0.8%	£29,000	18.8% plus £29,000	18.8% plus £29,000	18.8% plus £29,000
	Police and Crime Commissioner for Derbyshire	12.9% plus £1,465,000	17.3%	-3.4%	£1,465,000	-3.4%	£1,465,000	-3.4%	£1,465,000	13.9% plus £1,465,000	13.9% plus £1,465,000	13.9% plus £1,465,000
403	Derbyshire Fire & Rescue	13.2% plus £170,000	17.5%	-3.3%	£170,000	-3.3%	£170,000	-3.3%	£170,000	14.2% plus £170,000	14.2% plus £170,000	14.2% plus £170,000
Further Education Establishments												
	University of Derby	12.7% plus £745,000	21.0%	-4.7%	£0	-3.6%	£0	-2.6%	£0	16.3%	17.4%	18.4%
	Derby College	13.7% plus £441,000	21.6%	-5.1%	£350,000	-4.1%	£360,000	-3.1%	£371,000	16.5% plus £350,000	17.5% plus £360,000	18.5% plus £371,000
	Chesterfield College	12.9% plus £158,000	21.5%	-6.5%	£166,000	-5.2%	£171,000	-3.9%	£176,000	15.0% plus £166,000	16.3% plus £171,000	17.6% plus £176,000
Community Admission Bodies												
120	Futures Housing (Amber Valley Housing)	23.9% plus £103,000	33.4%	0.0%	£95,000	0.0%	£95,000	0.0%	£95,000	33.4% plus £95,000	33.4% plus £95,000	33.4% plus £95,000
185	Belper Leisure Centre Ltd	31.4%	33.3%	0.0%	£1,000	0.0%	£1,000	0.0%	£1,000	33.3% plus £1,000	33.3% plus £1,000	33.3% plus £1,000
404	Derbyshire Student Residences Ltd	25.8%	27.7%	0.0%	£0	0.0%	£0	0.0%	£0	27.7%	27.7%	27.7%
457	Derby Museums & Art Trust	19.2%	28.0%	-5.9%	£0	-5.9%	£0	-5.9%	£0	22.1%	22.1%	22.1%
467	Derby County Community Trust	23.1%	35.5%	0.0%	£8,000	0.0%	£8,000	0.0%	£8,000	35.5% plus £8,000	35.5% plus £8,000	35.5% plus £8,000
Transferee Admission Bodies												
	Leisure Amber Valley	13.8%	30.2%	-16.5%	£0	-16.5%	£0	-16.5%	£0	13.8%	13.8%	13.8%
124	East Midlands Homes (Three Valleys Housing Ltd)	22.3% plus £161,000	28.4%	-7.3%	£0	-7.3%	£0	-7.3%	£0	21.1%	21.1%	21.1%
128	Waterloo Housing Group	28.1% plus £18,000	30.2%	-18.8%	£0	-18.8%	£0	-18.8%	£0	11.4%	11.4%	11.4%
170	Crich Tramway Museum	24.0% plus £15,000	30.8%	0.0%	£0	0.0%	£0	0.0%	£0	30.8%	30.8%	30.8%
184	Chesterfield Care Group	25.2%	28.8%	-25.5%	£0	-25.5%	£0	-25.5%	£0	3.3%	3.3%	3.3%
414	Veolia (Chesterfield Refuse)	17.5%	31.2%	-22.9%	£0	-22.9%	£0	-22.9%	£0	8.3%	8.3%	8.3%

Employer code	Employer/Pool name	Contributions currently in payment 2019/2020	Primary Rate % 1 April 2020 - 31 March 2023	Secondary Rate						Total Contribution Rate		
				2020/2021		2021/2022		2022/2023		2020/2021	2021/2022	2022/2023
				% of pay	£	% of pay	£	% of pay	£			
Transferee Admission Bodies continued												
416	VINCI (ex Norwest Holst)	33.0%	33.8%	-24.2%	£0	-24.2%	£0	-24.2%	£0	9.5%	9.5%	9.5%
417	Veolia (Amber Valley Refuse)	6.1%	31.9%	-31.9%	£0	-31.9%	£0	-31.9%	£0	0.0%	0.0%	0.0%
418	Interserve Integrated Services	7.1%	33.2%	-12.4%	£0	-12.4%	£0	-12.4%	£0	20.8%	20.8%	20.8%
419	Interserve Catering Services	20.2%	32.8%	-8.5%	£0	-8.5%	£0	-8.5%	£0	24.4%	24.4%	24.4%
424	Balfour Beatty Living Places(Balfour Beatty PLC)	16.5%	32.2%	-14.8%	£0	-14.8%	£0	-14.8%	£0	17.3%	17.3%	17.3%
425	MacIntyre Care	2.0%	30.1%	-30.1%	£0	-30.1%	£0	-30.1%	£0	0.0%	0.0%	0.0%
443	Mitie Facilities Services Ltd	37.7%	32.5%	-2.3%	£0	-2.3%	£0	-2.3%	£0	30.2%	30.2%	30.2%
444	Compass Services (DCC)	16.5%	31.7%	-13.2%	£0	-13.2%	£0	-13.2%	£0	18.5%	18.5%	18.5%
446	Active Nation	28.2% plus £2,000	31.8%	-12.0%	£0	-12.0%	£0	-12.0%	£0	19.8%	19.8%	19.8%
451	Compass Services (City)	10.3%	31.6%	-14.7%	£0	-14.7%	£0	-14.7%	£0	17.0%	17.0%	17.0%
453	Clean Slate (Pottery)	30.4% plus £600	32.7%	-16.3%	£0	-16.3%	£0	-16.3%	£0	16.4%	16.4%	16.4%
466	Arvato Public Services Ltd (Derbyshire Dales)	13.8%	29.6%	-29.6%	£0	-29.6%	£0	-29.6%	£0	0.0%	0.0%	0.0%
468	Aspens Services Ltd	28.2% plus £1,000	30.4%	-1.9%	£0	-1.9%	£0	-1.9%	£0	28.5%	28.5%	28.5%
470	VINCI Contruction UK LTD (Ashcroft & Portway)	31.7%	33.4%	-2.6%	£0	-2.6%	£0	-2.6%	£0	30.8%	30.8%	30.8%
471	NSL Limited	22.3%	30.1%	-9.9%	£0	-9.9%	£0	-9.9%	£0	20.3%	20.3%	20.3%
472	Mellors Catering Services Ltd	25.7%	32.3%	-32.3%	£0	-32.3%	£0	-32.3%	£0	0.0%	0.0%	0.0%
475	Connex Community Support	13.3%	34.4%	-13.4%	£0	-34.4%	£0	-34.4%	£0	21.0%	0.0%	0.0%
478	Taylor Shaw Ltd (Edwards and Blake, Elior)	34.7%	31.9%	-7.5%	£0	-7.5%	£0	-7.5%	£0	24.4%	24.4%	24.4%
480	CSE Educational Systems	29.0%	32.4%	-6.1%	£0	-6.1%	£0	-6.1%	£0	26.3%	26.3%	26.3%
481	Mellors (Murray Park)	31.7%	34.0%	-3.9%	£0	-3.9%	£0	-3.9%	£0	30.0%	30.0%	30.0%
482	Derbyshire Building Control Partnership Limited	23.2%	28.2%	-0.4%	£0	-0.4%	£0	-0.4%	£0	27.8%	27.8%	27.8%
483	Amber Valley School Sports Partnership	21.0%	24.1%	-1.1%	£0	-1.1%	£0	-1.1%	£0	23.0%	23.0%	23.0%
484	Caterlink Ltd (Lea Primary)	30.2%	27.6%	-14.8%	£0	-14.8%	£0	-14.8%	£0	12.9%	12.9%	12.9%
486	Insight Services Ltd- Tibshelf Infant School - (KCLS Ltd)	34.4%	34.1%	-27.2%	£0	-27.2%	£0	-27.2%	£0	6.9%	6.9%	6.9%
488	Caterlink (Shirebrook Stubbin Wood)	30.8%	31.4%	-15.4%	£0	-15.4%	£0	-15.4%	£0	16.0%	16.0%	16.0%
490	Caterlink (Swanwick Hall)	29.8%	31.7%	25.7%	£0	25.7%	£0	25.7%	£0	57.4%	57.4%	57.4%
491	Caterlink (St Mary's Chesterfield)	29.1%	31.8%	1.6%	£0	1.6%	£0	1.6%	£0	33.4%	33.4%	33.4%
492	Caterlink (Reigate Primary)	27.9%	27.0%	31.9%	£0	31.9%	£0	31.9%	£0	58.9%	58.9%	58.9%
494	Caterlink (Abercrombie)	27.8%	31.0%	-2.2%	£0	-2.2%	£0	-2.2%	£0	28.8%	28.8%	28.8%
495	Caterlink Ltd (St Mary's High School)	31.8%	30.6%	0.5%	£0	0.5%	£0	0.5%	£0	31.2%	31.2%	31.2%
497	Churchill Contract Services Ltd (St Mary's Chesterfield)	32.0%	31.8%	8.2%	£0	8.2%	£0	8.2%	£0	40.0%	40.0%	40.0%
500	Caterlink Ltd (De Ferrers Trust)	30.2%	30.5%	1.3%	£0	1.3%	£0	1.3%	£0	31.7%	31.7%	31.7%
502	Caterlink Ltd (Cavendish Learning Trust)	28.3%	30.5%	-0.8%	£0	-0.8%	£0	-0.8%	£0	29.6%	29.6%	29.6%
503	Parkwood Leisure (HPBC - Buxton Pavillion)	24.3%	24.0%	0.3%	£0	0.3%	£0	0.3%	£0	24.3%	24.3%	24.3%
505	Accuro FM Ltd	32.4%	28.9%	3.5%	£0	3.5%	£0	3.5%	£0	32.4%	32.4%	32.4%
Academies												
	Cavendish Learning Trust	19.3%	18.5%	2.5%	£0	2.5%	£0	2.5%	£0	21.1%	21.1%	21.1%
	Djanogly Learning Trust	21.0%	19.3%	-1.4%	£0	-1.4%	£0	-1.4%	£0	17.9%	17.9%	17.9%
	Esteem Multi-Academy Trust	21.0%	18.1%	-1.5%	£0	-1.5%	£0	-1.5%	£0	16.6%	16.6%	16.6%
	Odyssey Collaborative Trust	21.0%	17.8%	1.9%	£0	1.9%	£0	1.9%	£0	19.7%	19.7%	19.7%
	Ormiston Ilkeston Enterprise Authority	23.7%	19.2%	5.5%	£0	6.5%	£0	7.5%	£0	24.7%	25.7%	26.7%
	Peak Multi-Academy Trust	20.9%	18.8%	1.6%	£0	1.6%	£0	1.6%	£0	20.3%	20.3%	20.3%
	Queen Elizabeth Grammar School Multi-Academy Trust	21.6%	18.1%	4.5%	£0	5.5%	£0	6.5%	£0	22.6%	23.6%	24.6%
	Frederick Gent School	21.0%	18.5%	-0.2%	£0	-0.2%	£0	-0.2%	£0	18.3%	18.3%	18.3%
487	RM Education Ltd ⁽²⁾	28.8%	30.3%	3.3%	£0	3.3%	£0	3.3%	£0	33.7%	33.7%	33.7%
199	Derby Manufacturing University Technical College	21.1%	17.9%	2.2%	£0	1.2%	£0	0.2%	£0	20.1%	19.1%	18.1%
336	The Ecclesbourne School	22.6%	18.5%	5.1%	£0	6.1%	£0	7.1%	£0	23.6%	24.6%	25.6%
337	Kirk Hallam Community Academy	18.4%	18.0%	1.4%	£0	2.4%	£0	3.4%	£0	19.4%	20.4%	21.4%
338	John Port Spencer Academy	20.4%	18.2%	3.2%	£0	4.2%	£0	5.2%	£0	21.4%	22.4%	23.4%
340	Brookfield Academy	20.0%	18.4%	2.6%	£0	3.6%	£0	4.6%	£0	21.0%	22.0%	23.0%
341	The Long Eaton School	19.9%	17.8%	3.1%	£0	4.1%	£0	5.1%	£0	20.9%	21.9%	22.9%
342	West Park School	21.2%	18.5%	3.7%	£0	4.7%	£0	5.7%	£0	22.2%	23.2%	24.2%
345	Hope Valley College	23.3%	18.0%	6.3%	£0	7.3%	£0	8.3%	£0	24.3%	25.3%	26.3%

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				% of pay	£	% of pay	£	% of pay	£			
Academies continued												
347	Pennine Way Junior Academy	19.7%	18.7%	2.0%	£0	3.0%	£0	4.0%	£0	20.7%	21.7%	22.7%
348	Hearon Gate Science College	20.5%	19.0%	2.5%	£0	3.5%	£0	4.5%	£0	21.5%	22.5%	23.5%
349	Lees Brook Community School	19.7%	17.8%	2.9%	£0	3.9%	£0	4.9%	£0	20.7%	21.7%	22.7%
351	Redhill Academy	20.7%	19.2%	2.5%	£0	3.5%	£0	4.5%	£0	21.7%	22.7%	23.7%
352	St John Houghton Catholic Voluntary Academy	20.6%	16.6%	5.0%	£0	6.0%	£0	7.0%	£0	21.6%	22.6%	23.6%
353	Allestree Woodlands School	19.9%	17.8%	3.1%	£0	4.1%	£0	5.1%	£0	20.9%	21.9%	22.9%
354	Grampian Primary Academy	19.2%	16.6%	3.6%	£0	4.6%	£0	5.6%	£0	20.2%	21.2%	22.2%
360	Saint Benedict Voluntary Catholic Academy	22.0%	19.0%	4.0%	£0	5.0%	£0	6.0%	£0	23.0%	24.0%	25.0%
361	St Mary's Catholic High School, a Catholic Voluntary Academy	21.4%	18.7%	3.7%	£0	4.7%	£0	5.7%	£0	22.4%	23.4%	24.4%
362	St John fisher Catholic Voluntary Academy	21.7%	19.4%	3.3%	£0	4.3%	£0	5.3%	£0	22.7%	23.7%	24.7%
363	St Georges Voluntary Catholic Academy	20.1%	17.9%	3.2%	£0	4.2%	£0	5.2%	£0	21.1%	22.1%	23.1%
364	Wyndham Primary Academy	16.7%	17.7%	0.0%	£0	1.0%	£0	2.0%	£0	17.7%	18.7%	19.7%
365	The Bolsover School	20.9%	19.1%	2.8%	£0	3.8%	£0	4.8%	£0	21.9%	22.9%	23.9%
366	Landau Forte Academy Moorhead (Landau Forte Charitable Trust)	19.6%	18.5%	2.1%	£0	3.1%	£0	4.1%	£0	20.6%	21.6%	22.6%
367	Derby Pride Academy	15.5%	15.8%	0.7%	£0	1.7%	£0	2.7%	£0	16.5%	17.5%	18.5%
368	Merrill Academy	22.5%	18.1%	5.4%	£0	6.4%	£0	7.4%	£0	23.5%	24.5%	25.5%
371	English Martyrs Catholic Voluntary Academy	18.5%	18.8%	0.7%	£0	1.7%	£0	2.7%	£0	19.5%	20.5%	21.5%
372	Newbold Church of England Primary School	17.3%	17.7%	0.6%	£0	1.6%	£0	2.6%	£0	18.3%	19.3%	20.3%
373	Bishop Lonsdale Church of England Primary School & Nursery	25.8%	19.3%	5.5%	£0	4.5%	£0	3.5%	£0	24.8%	23.8%	22.8%
374	Zaytouna Primary School	20.0%	17.6%	2.4%	£0	2.4%	£0	2.4%	£0	20.0%	20.0%	20.0%
375	The Ripley Academy	25.0%	19.0%	7.0%	£0	8.0%	£0	9.0%	£0	26.0%	27.0%	28.0%
376	St Joseph's Catholic Primary School A Voluntary Academy(Mansfield)	17.6%	18.1%	0.5%	£0	1.5%	£0	2.5%	£0	18.6%	19.6%	20.6%
377	Dovedale Primary School	20.9%	17.8%	3.1%	£0	3.1%	£0	3.1%	£0	20.9%	20.9%	20.9%
378	Sawley Infant and Nursery School	20.0%	19.2%	1.8%	£0	2.8%	£0	3.8%	£0	21.0%	22.0%	23.0%
379	Sawley Junior School	21.2%	18.5%	2.7%	£0	2.7%	£0	2.7%	£0	21.2%	21.2%	21.2%
380	Shardlow Primary School	23.3%	19.7%	2.6%	£0	1.6%	£0	0.6%	£0	22.3%	21.3%	20.3%
381	Immaculate Conception Catholic Primary	20.7%	17.7%	2.0%	£0	1.0%	£0	0.0%	£0	19.7%	18.7%	17.7%
382	Allenton Primary School	27.9%	17.8%	9.1%	£0	8.1%	£0	7.1%	£0	26.9%	25.9%	24.9%
383	Outwood Academy Newbold	20.2%	18.4%	2.8%	£0	3.8%	£0	4.8%	£0	21.2%	22.2%	23.2%
384	Turditch Church of England Primary School	20.2%	18.0%	3.2%	£0	4.2%	£0	5.2%	£0	21.2%	22.2%	23.2%
385	William Gilbert Endowed (C of E) Primary School	21.2%	20.1%	2.1%	£0	3.1%	£0	4.1%	£0	22.2%	23.2%	24.2%
386	St Laurence CofE VA Primary School	21.2%	18.4%	2.8%	£0	2.8%	£0	2.8%	£0	21.2%	21.2%	21.2%
387	Akaal Primary School	19.5%	17.5%	1.0%	£0	0.0%	£0	-1.0%	£0	18.5%	17.5%	16.5%
388	Inkersall Primary School	20.2%	18.1%	3.1%	£0	4.1%	£0	5.1%	£0	21.2%	22.2%	23.2%
389	St Philip Howard Catholic Voluntary Academy	20.2%	17.4%	2.8%	£0	2.8%	£0	2.8%	£0	20.2%	20.2%	20.2%
390	St Giles CofE Aided Primary School (Matlock)	20.3%	17.6%	3.7%	£0	4.7%	£0	5.7%	£0	21.3%	22.3%	23.3%
391	Walter Evans CofE Primary & Nursery School	21.0%	18.3%	2.9%	£0	2.9%	£0	2.9%	£0	21.1%	21.1%	21.1%
392	Swanwick Hall School	20.2%	18.6%	2.6%	£0	3.6%	£0	4.6%	£0	21.2%	22.2%	23.2%
393	John Flamsteed Community School	20.2%	18.6%	2.6%	£0	3.6%	£0	4.6%	£0	21.2%	22.2%	23.2%
395	David Nieper Academy	17.8%	18.2%	0.6%	£0	1.6%	£0	2.6%	£0	18.8%	19.8%	20.8%
396	Christ Church Primary School	21.5%	19.0%	2.5%	£0	2.5%	£0	2.5%	£0	21.5%	21.5%	21.5%
422	Landau Forte College Derby (Landau Forte Charitable Trust)	12.3% plus £3,000	16.6%	-3.1%	£0	-2.1%	£0	-1.1%	£0	13.5%	14.5%	15.5%
439	Shirebrook Academy	20.4%	18.0%	3.4%	£0	4.4%	£0	5.4%	£0	21.4%	22.4%	23.4%
601	Holbrook CE Primary School	22.4%	18.6%	3.8%	£0	3.8%	£0	3.8%	£0	22.4%	22.4%	22.4%
602	St Edwards Catholic Academy	20.0%	18.7%	1.3%	£0	1.3%	£0	1.3%	£0	20.0%	20.0%	20.0%
603	St Joseph's Catholic Primary School (Matlock)	20.0%	19.5%	1.5%	£0	2.5%	£0	3.5%	£0	21.0%	22.0%	23.0%
604	Mary Swanwick Primary School	21.0%	19.0%	1.2%	£0	1.2%	£0	1.2%	£0	20.2%	20.2%	20.2%
605	Brimington Manor Infant School	18.9%	19.6%	0.3%	£0	1.3%	£0	2.3%	£0	19.9%	20.9%	21.9%
606	Brimington Junior School	18.3%	19.2%	0.1%	£0	1.1%	£0	2.1%	£0	19.3%	20.3%	21.3%
607	Noel-Baker Academy	21.0%	18.7%	4.8%	£0	4.8%	£0	4.8%	£0	23.5%	23.5%	23.5%
608	All Saints CofE Infant School (Matlock)	21.0%	18.1%	-0.3%	£0	-0.3%	£0	-0.3%	£0	17.8%	17.8%	17.8%
609	St Giles CE Primary School (Kilamarsh)	21.0%	17.7%	-0.8%	£0	-0.8%	£0	-0.8%	£0	16.9%	16.9%	16.9%
612	All Saints Junior School (Matlock)	21.0%	19.1%	0.0%	£0	0.0%	£0	0.0%	£0	19.1%	19.1%	19.1%
613	Heritage High	21.0%	18.6%	-0.6%	£0	-0.6%	£0	-0.6%	£0	18.0%	18.0%	18.0%
614	New Whittington Primary	21.0%	18.4%	-2.2%	£0	-2.2%	£0	-2.2%	£0	16.2%	16.2%	16.2%
615	Eckington Juniors	19.4%	19.1%	0.3%	£0	0.3%	£0	0.3%	£0	19.4%	19.4%	19.4%

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Academies continued												
616	Darley Churchtown Primary School	21.0%	18.1%	-0.6%	£0	-0.6%	£0	-0.6%	£0	17.5%	17.5%	17.5%
617	Temple Normanton Junior Academy	21.0%	20.2%	4.6%	£0	4.6%	£0	4.6%	£0	24.8%	24.8%	24.8%
618	Da Vinci Academy	21.0%	18.1%	6.0%	£0	6.0%	£0	6.0%	£0	24.1%	24.1%	24.1%
619	The Pingle Academy	21.0%	19.0%	-0.1%	£0	-0.1%	£0	-0.1%	£0	18.9%	18.9%	18.9%
621	Derwent Community Primary School	21.0%	17.9%	2.9%	£0	2.9%	£0	2.9%	£0	20.8%	20.8%	20.8%
622	Breadsall Hill Top Primary	21.0%	18.6%	1.8%	£0	1.8%	£0	1.8%	£0	20.4%	20.4%	20.4%
623	Pear Tree Junior School	21.0%	19.1%	2.5%	£0	2.5%	£0	2.5%	£0	21.6%	21.6%	21.6%
624	Granville Academy	21.0%	17.2%	-1.7%	£0	-1.7%	£0	-1.7%	£0	15.5%	15.5%	15.5%
625	St Georges CofE Primary (New Mills)	21.0%	18.9%	0.3%	£0	0.3%	£0	0.3%	£0	19.2%	19.2%	19.2%
626	Scargill CofE Primary	21.0%	19.5%	0.4%	£0	0.4%	£0	0.4%	£0	19.9%	19.9%	19.9%
627	Cavendish Close Junior Academy	21.0%	18.2%	1.3%	£0	1.3%	£0	1.3%	£0	19.5%	19.5%	19.5%
628	Cloudside Academy	21.0%	18.8%	-1.4%	£0	-1.4%	£0	-1.4%	£0	17.4%	17.4%	17.4%
629	Somercotes Infants	21.0%	18.4%	-2.3%	£0	-2.3%	£0	-2.3%	£0	16.1%	16.1%	16.1%
630	Somerlea Park Junior	21.0%	19.3%	0.7%	£0	0.7%	£0	0.7%	£0	20.0%	20.0%	20.0%
631	Bolsover CofE Junior School	21.0%	18.3%	-0.4%	£0	-0.4%	£0	-0.4%	£0	17.9%	17.9%	17.9%
633	Firs Primary School	21.0%	18.6%	-0.1%	£0	-0.1%	£0	-0.1%	£0	18.5%	18.5%	18.5%
634	Hardwick Primary School	21.0%	17.6%	1.8%	£0	1.8%	£0	1.8%	£0	19.4%	19.4%	19.4%
635	Derby Moor Academy	21.0%	16.9%	0.5%	£0	0.5%	£0	0.5%	£0	17.4%	17.4%	17.4%
636	John King Infant Academy	21.0%	18.0%	-0.7%	£0	-0.7%	£0	-0.7%	£0	17.3%	17.3%	17.3%
637	Longwood Infant Academy	21.0%	18.4%	-2.1%	£0	-2.1%	£0	-2.1%	£0	16.3%	16.3%	16.3%
639	Kirkstead Junior Academy	21.0%	18.4%	-0.4%	£0	-0.4%	£0	-0.4%	£0	18.0%	18.0%	18.0%
641	Ironville and Codnor Park Primary School	21.0%	17.9%	-0.9%	£0	-0.9%	£0	-0.9%	£0	17.0%	17.0%	17.0%
644	Chaddesden Park Primary School	21.0%	18.6%	4.7%	£0	4.7%	£0	4.7%	£0	23.3%	23.3%	23.3%
645	Eckington School	21.0%	19.0%	0.2%	£0	0.2%	£0	0.2%	£0	19.2%	19.2%	19.2%
646	Village Primary Academy	21.0%	18.0%	2.1%	£0	2.1%	£0	2.1%	£0	20.1%	20.1%	20.1%
647	Street Lane Primary School	21.0%	19.7%	-0.7%	£0	-0.7%	£0	-0.7%	£0	19.0%	19.0%	19.0%
648	Ash Croft Primary Academy	21.0%	18.9%	1.5%	£0	1.5%	£0	1.5%	£0	20.4%	20.4%	20.4%
649	Langwith Bassett Junior Academy	21.0%	18.2%	-2.1%	£0	-2.1%	£0	-2.1%	£0	16.1%	16.1%	16.1%
650	Friesland School	21.0%	18.7%	-2.2%	£0	-2.2%	£0	-2.2%	£0	16.5%	16.5%	16.5%
657	All Saints Catholic Voluntary Academy (Glossop)	21.0%	17.2%	-1.2%	£0	-1.2%	£0	-1.2%	£0	16.0%	16.0%	16.0%
658	Christ the King Catholic Voluntary Academy	21.0%	18.8%	-1.4%	£0	-1.4%	£0	-1.4%	£0	17.4%	17.4%	17.4%
659	St Alban's Catholic Voluntary Academy (Derby)	21.0%	18.7%	1.6%	£0	1.6%	£0	1.6%	£0	20.3%	20.3%	20.3%
660	St Anne's Catholic Voluntary Academy (Buxton)	21.0%	19.9%	-0.7%	£0	-0.7%	£0	-0.7%	£0	19.2%	19.2%	19.2%
661	St Charles Catholic Primary Voluntary Academy (Hadfield)	21.0%	18.6%	-1.1%	£0	-1.1%	£0	-1.1%	£0	17.5%	17.5%	17.5%
662	St Elizabeth's Catholic Voluntary Academy (Belper)	21.0%	19.1%	-1.8%	£0	-1.8%	£0	-1.8%	£0	17.3%	17.3%	17.3%
663	St Joseph's Catholic Voluntary Academy (Derby)	21.0%	19.0%	1.1%	£0	1.1%	£0	1.1%	£0	20.1%	20.1%	20.1%
664	St Margaret's Catholic Voluntary Academy (Glossop)	21.0%	18.7%	-2.2%	£0	-2.2%	£0	-2.2%	£0	16.5%	16.5%	16.5%
665	St Mary's Catholic Voluntary Academy (Derby)	21.0%	18.2%	2.1%	£0	2.1%	£0	2.1%	£0	20.3%	20.3%	20.3%
667	St Mary's Catholic Voluntary Academy (New Mills)	21.0%	18.3%	-2.8%	£0	-2.8%	£0	-2.8%	£0	15.5%	15.5%	15.5%
668	St Thomas Catholic Voluntary Academy (Ilkeston)	21.0%	18.7%	-1.2%	£0	-1.2%	£0	-1.2%	£0	17.5%	17.5%	17.5%
669	St Thomas More Voluntary Academy (Buxton)	21.0%	19.1%	-0.9%	£0	-0.9%	£0	-0.9%	£0	18.2%	18.2%	18.2%
670	Derby Cathedral School	21.0%	19.7%	-0.4%	£0	-0.4%	£0	-0.4%	£0	19.3%	19.3%	19.3%
671	St Mary's Catholic Voluntary Academy (Glossop)	21.0%	19.5%	-0.5%	£0	-0.5%	£0	-0.5%	£0	19.0%	19.0%	19.0%
672	Alvaston Junior Academy	21.0%	19.4%	3.3%	£0	3.3%	£0	3.3%	£0	22.7%	22.7%	22.7%
673	Reigate Park Primary Academy	21.0%	18.2%	0.5%	£0	0.5%	£0	0.5%	£0	18.7%	18.7%	18.7%
674	Cottons Farm Primary Academy	21.0%	19.4%	2.1%	£0	2.1%	£0	2.1%	£0	21.5%	21.5%	21.5%
675	Hilton Primary School	21.0%	18.4%	-1.4%	£0	-1.4%	£0	-1.4%	£0	17.0%	17.0%	17.0%
676	Loscoe CofE Primary School and Nursery	21.0%	18.2%	-1.5%	£0	-1.5%	£0	-1.5%	£0	16.7%	16.7%	16.7%
677	Ashwood Spencer Academy	21.0%	18.7%	1.6%	£0	1.6%	£0	1.6%	£0	20.3%	20.3%	20.3%
678	Wilthorpe School	21.0%	18.5%	0.5%	£0	0.5%	£0	0.5%	£0	19.0%	19.0%	19.0%
679	Gamesley Primary Academy	21.0%	18.0%	-0.1%	£0	-0.1%	£0	-0.1%	£0	17.9%	17.9%	17.9%
682	Lakeside Primary Academy	21.0%	17.3%	1.8%	£0	1.8%	£0	1.8%	£0	19.1%	19.1%	19.1%
684	Walton on Trent CofE Primary & Nursery School	21.0%	18.9%	0.1%	£0	0.1%	£0	0.1%	£0	19.0%	19.0%	19.0%
685	Griffe Field Primary School	21.0%	19.2%	3.2%	£0	3.2%	£0	3.2%	£0	22.4%	22.4%	22.4%
686	Horsley Woodhouse Primary School	21.0%	18.5%	0.2%	£0	0.2%	£0	0.2%	£0	18.8%	18.8%	18.8%
687	Kilburn Junior School	21.0%	17.7%	-0.9%	£0	-0.9%	£0	-0.9%	£0	16.8%	16.8%	16.8%

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				% of pay	£	% of pay	£	% of pay	£			
Academies continued												
688	Aldercar Infant School	21.0%	18.5%	-0.2%	£0	-0.2%	£0	-0.2%	£0	18.3%	18.3%	18.3%
689	Heath Primary School	21.0%	17.3%	-0.9%	£0	-0.9%	£0	-0.9%	£0	16.4%	16.4%	16.4%
690	Howitt Primary Community School	21.0%	18.9%	-0.7%	£0	-0.7%	£0	-0.7%	£0	18.2%	18.2%	18.2%
691	Derby St Chad's CoE (VC) Nursery and Infant School	21.0%	18.2%	1.1%	£0	1.1%	£0	1.1%	£0	19.3%	19.3%	19.3%
693	Arboretum Primary School	21.0%	17.4%	1.2%	£0	1.2%	£0	1.2%	£0	18.6%	18.6%	18.6%
Post 2019 valuation employers												
701	Portway Junior School (Odyssey Collaborative Trust)	21.0%	17.8%	1.9%	£0	1.9%	£0	1.9%	£0	19.7%	19.7%	19.7%
702	Cherry Tree Hill Primary (Odyssey Collaborative Trust)	21.0%	17.8%	1.9%	£0	1.9%	£0	1.9%	£0	19.7%	19.7%	19.7%
703	Beaufort Primary School (Odyssey Collaborative Trust)	21.0%	17.8%	1.9%	£0	1.9%	£0	1.9%	£0	19.7%	19.7%	19.7%
704	Holme Hall Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
705	Brookfield Primary	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
706	Richardson Endowed Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
707	Woodthorpe CoE Primary	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
708	Ashgate Croft Primary	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
709	Old Hall Junior School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
710	Walton Holymoorside Primary	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
711	Westfield Infants	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
713	Brooklands Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
714	Tupton Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
716	Carlisle Infant & Nursery School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
717	Hodthorpe Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
718	Kensington Junior School (Djanogly Learning Trust)	21.0%	19.3%	-1.4%	£0	-1.4%	£0	-1.4%	£0	17.9%	17.9%	17.9%
719	Longford CoE Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
720	NE Derbyshire Support Centre (Esteem Trust)	21.0%	18.1%	-1.5%	£0	-1.5%	£0	-1.5%	£0	16.6%	16.6%	16.6%
721	St Clares Special School (Esteem Trust)	21.0%	18.1%	-1.5%	£0	-1.5%	£0	-1.5%	£0	16.6%	16.6%	16.6%
722	St Andrews Special School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
723	Church Gresley Infant and Nursery School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
724	Ravensdale Junior School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
725	Chellaston Fields Academy	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
726	The Mease at Hilton	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
727	Hackwood Primary	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
728	Ivy House School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
729	Tupton Hall School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
730	St Werburgh Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
731	St Giles Primary Chaddesden	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
732	The Green Infant School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
733	Lawn Primary School	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
734	St Peter's CE Aided Junior	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
735	Springwell Community College	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%
736	North Wingfield Primary & Nursery Academy	21.0%	21.0%	0.0%	£0	0.0%	£0	0.0%	£0	21.0%	21.0%	21.0%

Notes

- (1) The contributions due for 1 April 2020 to 31 March 2023 are shown in the table. With the agreement of the Administering Authority, this employer has agreed to make a cash payment of £56,379,340 in April 2020 in respect of contributions due for the year to 31 March 2021. The cash amount payable for the year to 31 March 2021 will be reduced in return for this early payment by 1.75% for the period 1 April 2020 to 31 March 2021 (i.e. the above amounts will be multiplied by 0.9825). With the agreement of the Administering Authority, the employer may also make a cash payment in April 2021 in respect of contributions due in the year to 31 March 2022 and/or April 2022 in respect of contributions due in the year to 31 March 2023. The reduction in the amount payable will be calculated by the Fund actuary at that time based on updated payroll estimates. As the employer has estimated, in advance, the pensionable pay for 2020/21 (and will estimate for 2021/22 and/or 2022/23 if prepaying those contributions), a balancing adjustment to reflect the actual pensionable pay over the year would be made at the end of each year (no later than 30th April following the year-end).
- (2) These are pass through employers for which we have calculated a stand-alone rate. However, they are pooled with their respective Awarding Authority for all funding risks. For the employer RM Education Ltd (487), this is Frederick Gent School.
- (3) Contributions expressed as a percentage of payroll should be paid into Derbyshire Pension Fund (“the Fund”) at a frequency in accordance with the requirements of the Regulations;
- (4) Further sums should be paid to the Fund to meet the costs of any early retirements and/or augmentations using methods and factors issued by us from time to time or as otherwise agreed.
- (5) Payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions. If an employer has ill health liability insurance in place with a suitable insurer and provides satisfactory evidence to the Administering Authority, then their certified contribution rate may be reduced by the value of their insurance premium, for the period the insurance is in place.
- (6) The certified contribution rates represent the **minimum** level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by the Fund Actuary.

- (7) There has been significant volatility in the financial markets during February and March 2020 as a result of the COVID-19 pandemic. This volatility may impact funding balance sheets for those employers planning to exit the Fund during the period covered by this Rates and Adjustments Certificate. In order to effectively manage employer exits from the Fund, the Administering Authority reserves the right to revisit the contribution rates for employers that are expected to cease participation in the Fund before 31 March 2023. An employer will be contacted by the Administering Authority in this instance.
- (8) The Town and Parish Councils are split as per the following table:

Town and Parish Councils (Pre 2001)		Town and Parish Councils (Post 2001)	
144	Shirebrook Town Council	142	Morton Parish Council
145	New Mills Town Council	155	Glapwell Parish Council
147	Clay Cross Parish Council	161	Burnaston Parish Council
148	Eckington Parish Council	165	North Wingfield Parish Council
149	Smalley Parish Council	174	Tupton Parish Council
150	Pinxton Parish Council	186	Alfreton Town Council
151	Wirksworth Town Council	187	Wingerworth Parish Council
152	Old Bolsover Town Council	188	Heanor & Loscoe Town Council
153	Bakewell Town Council	189	Darley Dale Town Council
157	Belper Town Council	234	Tibshelf Parish Council
159	Elmton Parish Council	235	Kilburn Parish Council
160	Killamarsh Parish Council	236	Codnor Parish Council
162	Dronfield & District Jnt Burial	237	Shardlow & Great Wilne Parish Council
171	Ashbourne Town Council	238	Ticknall Parish Council
172	Dronfield Town Council	239	Stenson Fields Parish Council
173	Whitwell Parish Council	240	Heath & Holmewood Parish Council
175	Staveley Town Council	241	Bretby Parish Council
178	Matlock Town Council	242	Breaston Parish Council
179	Whaley Bridge Town Council	243	Woodville Parish Council
181	Willington Parish Council	244	Elvaston Parish Council
182	Holymoorside Parish Council	245	Hatton Parish Council
		248	Clowne Parish Council
		250	Draycott Parish Council
		251	Blackwell Parish Council



Signature:

Name: Barry Dodds

Richard Warden

Qualification: Fellows of the Institute and Faculty of Actuaries

Firm: Hymans Robertson LLP
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Glasgow
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Date: 31 March 2020

Appendix 4 – Section 13 dashboard

The following information has been provided to assist the Government Actuary's Department in complying with Section 13 of the Public Service Pensions Act.

Item	
Past service funding position - local funding basis	
Funding level (assets/liabilities)	97%
Funding level (change since last valuation)	10% increase
Asset value used at the valuation	£4,928,587,000
Value of liabilities	£5,091,629,000
Surplus (deficit)	£163,042,000
Discount rate(s)	3.6% p.a.
Assumed pension increases (CPI)	2.3% p.a.
Method of derivation of discount rate, plus any changes since previous valuation	There is a 77% likelihood that the Fund's investments will return at least 3.6% over the next 20 years based on a stochastic asset projection. The assumption at the 2016 valuation was 1.8% above the yield available on long-dated fixed interest gilts.
Assumed life expectancies at age 65:	
Average life expectancy for current pensioners - men currently age 65	21.6 years
Average life expectancy for current pensioners - women currently age 65	23.7 years
Average life expectancy for future pensioners - men currently age 45	22.6 years
Average life expectancy for future pensioners - women currently age 45	25.1 years
Past service funding position - SAB basis (for comparison purposes only)	
Market value of assets	£4,928,587,000
Value of liabilities	£4,257,610,000
Funding level on SAB basis (assets/liabilities)	116%
Funding level on SAB basis (change since last valuation)	13% increase
Contribution rates payable	
Primary contribution rate	18.5% of pay
Secondary contribution rate (cash amounts in each year in line with CIPFA guidance):	
Secondary contribution rate 2020/21	£17,432,000
Secondary contribution rate 2021/22	£17,752,000
Secondary contribution rate 2022/23	£18,079,000
Giving total expected contributions:	
Total expected contributions 2020/21 (£ figure based on assumed payroll of £645.9m)	£136,732,000
Total expected contributions 2021/22 (£ figure based on assumed payroll of £665.6m)	£140,675,000
Total expected contributions 2022/23 (£ figure based on assumed payroll of £685.8m)	£144,736,000
Average employee contribution rate (% of pay)	6.3% of pay
Employee contribution rate (£ p.a. figure based on assumed payroll of £645.9m)	£40,420,000
Additional information	
Percentage of liabilities relating to employers with deficit recovery periods of longer than 20 years	0%
Percentage of total liabilities that are in respect of Tier 3 employers	11%