

Nottinghamshire County Council Pension Fund

Actuarial valuation as at 31 March 2016

Valuation report



Introduction

In accordance with Regulation 62 of the Local Government Pension Scheme (LGPS) Regulations 2013 (as amended), we have been asked by Nottinghamshire County Council to prepare an actuarial valuation of the Nottinghamshire County Council Pension Fund (the Fund) as at 31 March 2016 as part of their role as the Administering Authority to the Fund.

The purpose of the valuation is to review the financial position of the Fund and to set appropriate contribution rates for each employer in the Fund for the period from 1 April 2017 to 31 March 2020. Contributions are set to cover any shortfall between the assumed cost of providing benefits built up by members at the valuation date and the assets held by the Fund and to also cover the cost of benefits that active members will build up in the future.

This report is provided further to earlier advice dated 5 October 2016 which set out the background to the valuation and explains the proposed underlying methods and assumptions derivation.

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

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

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

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1 Summary of results

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

Funding position

Using the agreed assumptions, the Fund had assets sufficient to cover 87% of the accrued liabilities as at 31 March 2016.

This has increased since 2013.

Changes since 2013

Regulations have changed with the introduction of the Section 13 report. Key focus is to secure **solvency** of the pension fund and **long-term cost efficiency**

Method and assumptions

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

Employer contributions

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

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

2 Background to valuation approach

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

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

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

- The initial results report dated 5 October 2016 which provides information and results on a whole fund basis as well as more detailed background to the method and derivation of the assumptions.
- The Funding Strategy Statement which will confirm the approach in setting employer contributions.

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

The final assumptions have been agreed with the Administering Authority. We suggest that the Fund's Funding Strategy Statement is reviewed to ensure that it is consistent with this approach as well as complying with the updated version of CIPFA's Funding Strategy Statement guidance.

Membership data

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

The membership data has been checked for reasonableness and we have compared the membership data with information in the Fund accounts. Any missing or inconsistent data has been estimated where necessary. While this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

We understand that end of year returns for Nottingham City Council and its related employers were not received until after the submission of member data from the Fund for the purposes of this valuation. We have made estimates for the 2015/16 data which we believe are appropriate.

Benefits

Full details of the benefits being valued are as set out in the Regulations as amended and summarised on the LGPS [website](#) and the Fund's membership booklet. We have made no allowance for discretionary benefits.

Assets

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

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

The market asset valuation as at 31 March 2016 was £4,067m.

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

3 Results

Previous valuation

The previous valuation was carried out as at 31 March 2013 by Barnett Waddingham LLP. The results are summarised in the valuation report dated 28 March 2014 and show a funding level of 85% corresponding to a deficit of £620m.

The average employer contribution was calculated to be 13.1% of Pensionable Pay in order to cover the cost of future benefits being built up by active members.

In practice, each employer paid their own contribution rate which will have been a combination of contributions to cover the cost of future benefits (which will not necessarily have been the same as the average given above) and contributions towards a past service deficit.

Shortfall between assets and liabilities

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

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

The contributions payable for each employer are set out in the Rates and Adjustment certificate in Appendix 3. These are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

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

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

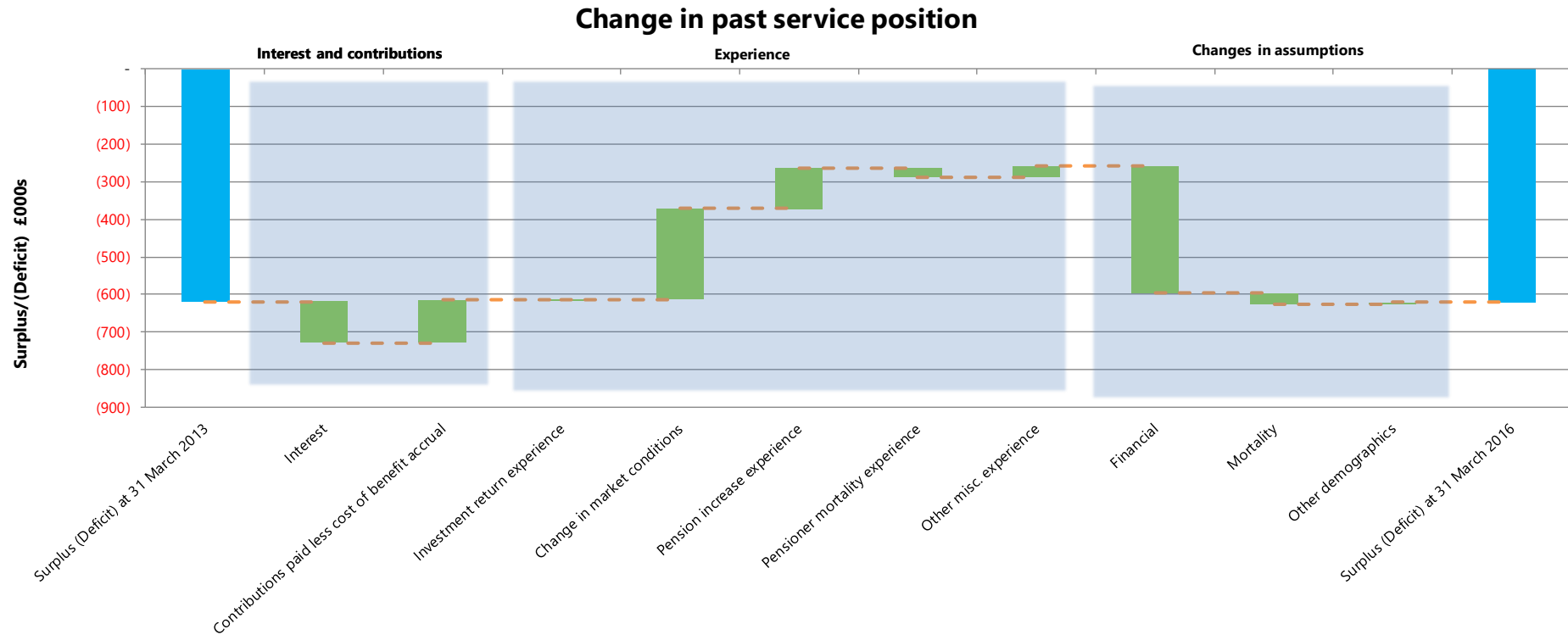
Past service funding position		31 March 2016
		£m
Smoothed asset value		4,028
Past service liabilities		
	Actives	1,612
	Deferred pensioners	964
	Pensioners	2,073
	Total	4,649
Surplus (Deficit)		(621)
Funding level		87%

Primary rate	% of payroll
Total future service rate	20.8%
less employee contribution rate	(6.3%)
Total primary rate	14.5%

There was a deficit of £621m in the Fund at the valuation date, and the Fund's assets were sufficient to cover 87% of its liabilities.

Reconciliation to previous valuation

The key factors that have influenced the funding level of the Fund over the intervaluation period are shown in the chart below:



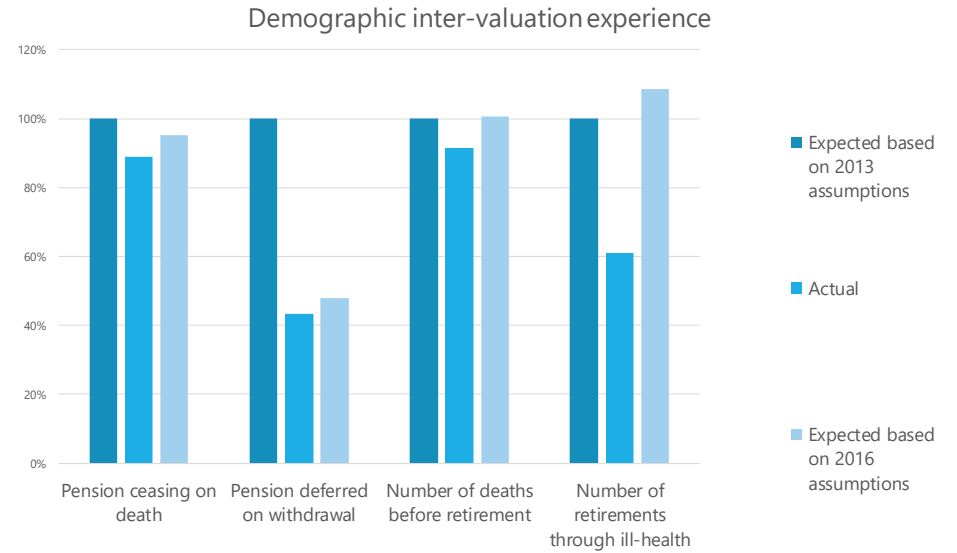
The key positive items of surplus/deficit in the inter-valuation period were changes in market conditions, payment of contributions to fund the deficit and positive pension increase experience (in particular inflation was lower over the three years than projected at the previous valuation). The main negative items of surplus/deficit in the inter-valuation period was the changes to the financial assumptions and interest on the existing deficit.

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

Change in future service contribution rate		% of payroll
Average employer rate at 31 March 2013		13.1%
Change in market conditions		(1.4%)
Change in assumptions		
	Financial	2.5%
	Mortality	0.1%
	Other demographics	0.6%
Legislative changes		(0.4%)
Other		0.0%
Average employer rate at 31 March 2016		14.5%

Comparing experience with assumptions

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



Valuations on other bases

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

Neutral estimate

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

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

The neutral estimate does not contain any margins for prudence.

The funding basis includes an allowance for prudence in the discount rate assumption only. The discount rate on the neutral basis is therefore 6.4% p.a. rather than 5.4% p.a. All other assumptions are the consistent with the ongoing funding basis.

The funding level on the neutral basis was 101%.

Projected future results

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

We estimate that three years after the valuation date (i.e. at the next valuation) the funding position on a funding basis will be 90%. This allows for contributions to be paid as described in Appendix 3 and assumes that investment returns and other experience over the next three years is in line with the assumptions used for the assumptions as set out in Appendix 2.

4 Sensitivity analysis

Sensitivities to the liabilities

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

Sensitivity analysis - Past service funding position		Discount Rate		CPI inflation		Long-term salaries		Short-term salaries		Mortality improvement rate		
		Valuation basis	-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	1% for 4 years	No short-term allowance	-0.25%	+0.25%
		£m	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m
Smoothed asset value		4,028	4,028	4,028	4,028	4,028	4,028	4,028	4,028	4,028	4,028	
Past service liabilities												
	Actives	1,612	1,646	1,578	1,584	1,640	1,600	1,624	1,550	1,681	1,595	1,629
	Deferred pensioners	964	984	945	945	984	964	964	964	964	955	974
	Pensioners	2,073	2,095	2,052	2,053	2,094	2,073	2,073	2,073	2,073	2,057	2,089
	Total	4,649	4,725	4,575	4,582	4,718	4,637	4,661	4,587	4,718	4,607	4,692
Surplus (Deficit)		(621)	(697)	(547)	(554)	(690)	(609)	(633)	(559)	(690)	(579)	(664)
Funding level		87%	85%	88%	88%	85%	87%	86%	88%	85%	87%	86%

Sensitivities to the primary rate

The calculated primary rate required to fund benefits as they are earned from year to year will also be affected by the particular set of assumptions chosen. The sensitivity of the primary rate to changes in some key assumptions is shown below.

Sensitivity analysis - Primary and Total rate		Discount Rate		CPI inflation		Long-term salaries		Short-term salaries		Mortality improvement rate		
		Valuation basis	-0.1%	+0.1%	-0.1%	+0.1%	-0.1%	+0.1%	1% for 4 years	No short-term allowance	-0.25%	+0.25%
		% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll	% of payroll
Total future service rate		20.8%	21.3%	20.3%	20.3%	21.3%	20.8%	20.8%	20.5%	21.1%	20.5%	21.0%
less employee contribution rate		(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)	(6.3%)
Total primary rate		14.5%	15.0%	14.0%	14.0%	15.0%	14.5%	14.5%	14.2%	14.8%	14.2%	14.7%

5 Final comments

Funding Strategy Statement

The assumptions used for the valuation must be documented in a revised Funding Strategy Statement to be agreed between the Fund Actuary and the Administering Authority. We are able to help the Fund to prepare the Funding Strategy Statement using the latest guidance issued by CIPFA.

Risks

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

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Legislative risk

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

Rates and Adjustment Certificate

The contributions payable in respect of benefit accrual, expenses and any deficit contributions under each employer's recovery period have been set out in Appendix 3 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

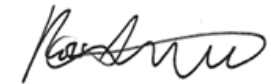
The contributions as set out in Appendix 3 in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, this is targeted in line with the Fund's Funding Strategy Statement and all employers are projected to be fully funded in 20 years.

This document has been agreed between the Administering Authority and the Fund Actuary. Contributions have been set that in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's Funding Strategy Statement.

The next formal valuation is due to be carried out as at 31 March 2019 however we would recommend that the financial position of the Fund is monitored regularly during the period leading up to the next formal valuation. We would be happy to give more detail about the ways that this can be achieved.



Alison Hamilton FFA, Partner



Ross Anderson FFA, Actuary

Appendix 1 Summary of membership data

A summary of the membership data used in the valuation is as follows. The membership data from the previous valuation is also shown for comparison.

	Number		Pensionable pay				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	11,934	10,847	265,050	239,530	22,210	22,083	44.6	46.0
Females	31,730	27,059	462,376	388,226	14,572	14,347	44.8	45.0
Total	43,664	37,906	727,426	627,756	16,660	16,561	44.7	45.3

	Number		Annual pensions current				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	14,767	12,521	25,584	20,368	1,732	1,627	45.3	45.0
Females	41,187	34,373	39,959	30,598	970	890	46.8	45.0
Total	55,954	46,894	65,543	50,966	1,171	1,087	46.4	45.0

	Number		Annual pensions current				Average age	
	2016	2013	Total £000		Average £		2016	2013
			2016	2013	2016	2013		
Males	10,787	10,417	74,751	71,816	6,930	6,894	70.9	70.0
Females	17,102	15,269	55,725	48,760	3,258	3,193	69.8	69.0
Dependants	4,470	3,755	12,008	9,202	2,686	2,451	72.3	74.0
Total	32,359	29,441	142,484	129,778	4,403	4,408	70.5	70.0

- The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.
- Annual pensions are funded items only and include pension increases up to and including the 2016 pension increase order.
- Pensionable Pay is actual earnings.

In the table below we have set out the number of members who are assumed to reach retirement age over the period from 1 April 2016 to 31 March 2020 as required under the Rates and Adjustment Certificate.

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

Year to	Number of members	Retirement benefits £m's
31 March 2017	1,608	19
31 March 2018	3,398	26
31 March 2019	2,095	24
31 March 2020	2,387	27

Appendix 2 Actuarial assumptions

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

Financial assumptions			
		31 March 2016	31 March 2013
		% p.a.	% p.a.
Discount rate		5.4%	6.0%
Pay increases	Long-term	3.9%	4.5%
	Short-term	CPI for period from 31 March 2016 to 31 March 2020	CPI for period from 31 March 2013 to 31 March 2015
Retail Price Inflation (RPI)		3.3%	3.5%
Consumer Price Inflation (CPI)		2.4%	2.7%
Pension increases		2.4%	2.7%
Pension increases on GMP		Funds will pay limited increases for members that have reached SPA by 6 April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, we have assumed that Funds will be required to pay the entire inflationary increases.	No allowance for limited increases made

Demographic assumptions	31 March 2016	31 March 2013
Pre-retirement mortality - base table	Updated GAD tables	GAD tables
Post-retirement mortality (member) - base table	S2PA tables with a multiplier of 100% for males and 90% for females	S1PA tables with a multiplier of 110% for males and 100% for females
Post-retirement mortality (dependant) - base table	S2PA tables with a multiplier of 90% for female dependants and 100% for male dependants	S1PA tables with a multiplier of 100% for female dependants and 110% for male dependants
Allowance for improvements in life expectancy	2015 CMI Model with a long-term rate of improvement of 1.5% p.a.	2012 CMI Model with a long-term rate of improvement of 1.5% p.a.
Promotional salary scale	Updated GAD tables	GAD tables
Allowance for early retirements (ill health)	Updated GAD tables	GAD tables
Allowance for withdrawals	Updated GAD tables	GAD tables
Allowance for cash commutation	Members will commute pension at retirement to provide a lump sum of 50% of the additional maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension	Members will commute pension at retirement to provide a lump sum of 50% of the additional maximum allowed under HMRC rules and this will be at a rate of £12 lump sum for £1 of pension
Allowance for 50:50 membership	The proportion of the membership that have taken up the 50:50 option at 31 March 2016 will remain the same	10% of active members will opt to pay 50% of contributions for 50% of benefits under the new scheme
Partner age difference	Males are three years older than their spouse and females are three years younger than their spouse	Males are three years older than their spouse and females are three years younger than their spouse
Proportion married	There is an 75%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits	There is an 80%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits
Retirement age	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.	For each tranche of benefit, the "tranche retirement age" is the earliest age a member could retire with unreduced benefits. Each member is assumed to retire at the weighted average of these for all tranches of benefit.

Demographic assumptions – sample rates

The following tables set out some sample rates of the demographic assumptions used in the calculations. These are the same as those used by the Government Actuary's Department when LGPS reforms were designed and based on analysis of incidence of death retirement and withdrawal for Local Authority Funds saved here: <http://www.lgpsregs.org/index.php/dclg-publications/dclg-other>

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

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

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

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

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

Death before retirement for all members (GAD table b8)

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

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

Allowance for withdrawals (GAD table b7)

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

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

Promotional salary scale (using GAD table b9)

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

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

Appendix 3 Rates and Adjustment Certificate

Regulatory background

In accordance with Regulation 62 of the Local Government Pension Scheme Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2017 to 31 March 2020.

The method and assumptions used to calculate the contributions are as set out in this report.

The primary rate of contribution as defined by Regulation 62(5) for each employer for the period 1 April 2017 to 31 March 2020 is set out in the table overleaf. The primary rate is the employer's share of the cost of benefits accruing in each of the three years beginning 1 April 2017. In addition each employer pays a secondary contribution as required under Regulation 62 (7) that when combined with the primary rate results in the minimum total contributions as set out below. This secondary rate is based on their particular circumstances and so individual adjustments are made for each employer.

Primary and secondary rate summary

The primary rate for the whole Fund is the weighted average (by payroll) of the individual employers' primary rates, and is 14.5% of payroll.

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

Secondary contributions	2017/18	2018/19	2019/20
Average as a % of payroll	5.9%	5.8%	5.8%
Total monetary amounts	43,991,128	44,277,535	45,336,817

General notes

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

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

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

If contributions set out in the certificate are expected to be adjusted for any such agreements in place relating to the timing of contribution payments, these are noted in the end column and detailed in notes at the end of the certificate.

Where an employer is able to and closes the Fund to new members between valuations, or becomes an "exiting employer" as defined under Regulation 64, the certified contribution rate may be assessed and a revised certificate issued.

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
1	Bassetlaw District Council	16.2%	£1,880,218	£1,159,180	£1,186,914	16.2% plus £1,880,218	16.2% plus £1,159,180	16.2% plus £1,186,914	A
2	Mansfield District Council	16.7%	£2,297,888	£2,352,867	£2,409,161	16.7% plus £2,297,888	16.7% plus £2,352,867	16.7% plus £2,409,161	A
3	Newark & Sherwood District Council	14.5%	£1,298,691	£1,329,764	£1,361,579	14.5% plus £1,298,691	14.5% plus £1,329,764	14.5% plus £1,361,579	
4	Ashfield District Council (inc. Homes)	14.4%	£1,918,752	£1,964,660	£2,011,666	14.4% plus £1,918,752	14.4% plus £1,964,660	14.4% plus £2,011,666	A
5	Broxtowe Borough Council	14.4%	£690,625	£707,149	£724,068	14.4% plus £690,625	14.4% plus £707,149	14.4% plus £724,068	A
6	Gedling Borough Council	15.1%	£574,670	£588,419	£602,498	15.1% plus £574,670	15.1% plus £588,419	15.1% plus £602,498	A
7	Rushcliffe Borough Council	14.6%	£1,198,245	£1,226,914	£1,256,269	14.6% plus £1,198,245	14.6% plus £1,226,914	14.6% plus £1,256,269	A
8	Nottingham City Council	13.7%	£12,008,758	£12,296,078	£12,590,271	13.7% plus £12,008,758	13.7% plus £12,296,078	13.7% plus £12,590,271	B
78	The Nottingham Trent University	12.4%	£1,597,413	£1,635,632	£1,674,766	12.4% plus £1,597,413	12.4% plus £1,635,632	12.4% plus £1,674,766	B
130	Nottinghamshire Combined Fire Authority	14.8%	£206,550	£211,492	£216,552	14.8% plus £206,550	14.8% plus £211,492	14.8% plus £216,552	A
174	Nottingham & Nottinghamshire Futures	16.1%	-	-	-	16.1%	16.1%	16.1%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
	Limited								
314	Police & Crime Commissioners	13.4%	£692,041	£708,599	£725,553	13.4% plus £692,041	13.4% plus £708,599	13.4% plus £725,553	A
315	Nottinghamshire County Council	15.4%	£13,453,636	£13,775,525	£14,105,116	15.4% plus £13,453,636	15.4% plus £13,775,525	15.4% plus £14,105,116	A
366	Nottingham Revenue and Benefits Limited	14.9%	£28,590	£29,274	£29,974	14.9% plus £28,590	14.9% plus £29,274	14.9% plus £29,974	
359	Nottingham City Council (EMC)	12.0%	-	-	-	12.0%	12.0%	12.0%	
367	Streetwise Environmental Limited	16.6%	-	-	-	16.6%	16.6%	16.6%	
99	West Nottinghamshire College of Further Education	13.6%	£91,568	£93,759	£96,002	13.6% plus £91,568	13.6% plus £93,759	13.6% plus £96,002	
101	Bilborough College	13.8%	£31,637	£32,394	£33,169	13.8% plus £31,637	13.8% plus £32,394	13.8% plus £33,169	
181	Djanogly City Academy Nottingham	12.0%	-	-	-	12.0%	12.0%	12.0%	
185	Newark and Sherwood Homes Ltd	14.5%	-	-	-	14.5%	14.5%	14.5%	
190	Nottingham City Homes	14.0%	£482,518	£494,063	£505,884	14.0% plus £482,518	14.0% plus £494,063	14.0% plus £505,884	
199	Gedling Homes	14.6%	-	-	-	14.6%	14.6%	14.6%	
221	Barnsley Premier Leisure Ltd	12.0%	-	-	-	12.0%	12.0%	12.0%	
225	Southern Electric Contracting Limited	16.8%	-	-	-	16.8%	16.8%	16.8%	
226	Nottinghamshire Fire & Rescue Service (Trading) Limited	16.5%	-	-	-	16.5%	16.5%	16.5%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
171	Sports & Leisure Management Limited	21.2%	-	-	-	21.2%	21.2%	21.2%	
175	UPP Residential Services Ltd	23.0%	£24,966	£25,563	£26,175	23.0% plus £24,966	23.0% plus £25,563	23.0% plus £26,175	
194	Metropolitan Housing Trust	17.7%	£32,359	£33,133	£33,926	17.7% plus £32,359	17.7% plus £33,133	17.7% plus £33,926	
184	A1 Housing Bassetlaw Ltd	15.9%	£214,326	£219,454	£224,704	15.9% plus £214,326	15.9% plus £219,454	15.9% plus £224,704	
196	Centre for Contemporary Arts	29.0%	£203	£208	£213	29.0% plus £203	29.0% plus £208	29.0% plus £213	
220	Carillion Services Limited	19.0%	-	-	-	19.0%	19.0%	19.0%	
224	Mercury Cleaning Solutions Limited	15.6%	-	-	-	15.6%	15.6%	15.6%	
231	United Response	18.9%	£13,642	£13,968	£14,303	18.9% plus £13,642	18.9% plus £13,968	18.9% plus £14,303	
270	Webb Support Services Limited	17.3%	-	-	-	17.3%	17.3%	17.3%	
271	Thera East Midlands	17.6%	-	-	-	17.6%	17.6%	17.6%	
272	Royal Society Mencap	14.4%	-	-	-	14.4%	14.4%	14.4%	
73	Nottingham City Transport Ltd	34.1%	-	-	-	34.1%	34.1%	34.1%	
76	Autism EM	16.1%	£176,465	£180,687	£185,010	16.1% plus £176,465	16.1% plus £180,687	16.1% plus £185,010	
192	Scape System Build Ltd	12.0%	£87,613	£89,710	£91,856	12.0% plus £87,613	12.0% plus £89,710	12.0% plus £91,856	
138	New College Nottingham Corporation	14.2%	£314,317	£321,837	£329,537	14.2% plus £314,317	14.2% plus £321,837	14.2% plus £329,537	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
98	South Nottingham College of Further Education	14.1%	£312,957	£320,445	£328,112	14.1% plus £312,957	14.1% plus £320,445	14.1% plus £328,112	
334	BKSB Limited	13.6%	£8,106	£8,300	£8,499	13.6% plus £8,106	13.6% plus £8,300	13.6% plus £8,499	
390	Active 4 Today Ltd	14.5%	£32,259	£33,031	£33,821	14.5% plus £32,259	14.5% plus £33,031	14.5% plus £33,821	
274	Mellors Catering Services Limited (Southwark)	14.8%	£11,473	£11,747	£12,028	14.8% plus £11,473	14.8% plus £11,747	14.8% plus £12,028	
275	Mansfield District Leisure Trust Limited	16.5%	-	-	-	16.5%	16.5%	16.5%	
323	Family Action	13.8%	-	-	-	13.8%	13.8%	13.8%	
321	Holme Pierrepont Leisure Trust	18.6%	-	-	-	18.6%	18.6%	18.6%	
324	RNN Group (Early Years)	14.2%	-	-	-	14.2%	14.2%	14.2%	
329	Carillion Services (Farnborough)	26.8%	£239	£245	£251	26.8% plus £239	26.8% plus £245	26.8% plus £251	
340	Compass Contract Services (UK Limited)	19.3%	-	-	-	19.3%	19.3%	19.3%	
381	Mellors Catering Services Limited (OLSE)	14.5%	£59	£60	£62	14.5% plus £59	14.5% plus £60	14.5% plus £62	
373	Taylor Shaw Limited	21.2%	-	-	-	21.2%	21.2%	21.2%	
380	Civica UK Limited	23.8%	-	-	-	23.8%	23.8%	23.8%	
388	Change Grow Live	14.3%	£1,050	£1,075	£1,101	14.3% plus £1,050	14.3% plus £1,075	14.3% plus £1,101	
401	Bulloughs Cleaning Services Limited	25.0%	£2,465	£2,524	£2,584	25.0% plus £2,465	25.0% plus £2,524	25.0% plus £2,584	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
399	T(n)S Catering Management Limited	15.6%	-	-	-	15.6%	15.6%	15.6%	
406	East Midlands Crossroads - Caring for Carers	19.1%	-	-	-	19.1%	19.1%	19.1%	
400	Mellors Catering Service Ltd (Arnbrook)	16.9%	£924	£946	£968	16.9% plus £924	16.9% plus £946	16.9% plus £968	
Small Scheduled Bodies									
10	Selston Parish Council	17.7%	£3,851	£3,943	£4,038	17.7% plus £3,851	17.7% plus £3,943	17.7% plus £4,038	
11	Ruddington Parish Council	17.7%	£9,502	£9,730	£9,962	17.7% plus £9,502	17.7% plus £9,730	17.7% plus £9,962	
12	Nuthall Parish Council	17.7%	£5,424	£5,553	£5,686	17.7% plus £5,424	17.7% plus £5,553	17.7% plus £5,686	
13	Balderton Parish Council	17.7%	£12,304	£12,598	£12,899	17.7% plus £12,304	17.7% plus £12,598	17.7% plus £12,899	
17	Cotgrave Town Council	17.7%	£6,068	£6,213	£6,362	17.7% plus £6,068	17.7% plus £6,213	17.7% plus £6,362	
18	Trent Valley Internal Drainage Board	17.7%	£39,301	£40,241	£41,204	17.7% plus £39,301	17.7% plus £40,241	17.7% plus £41,204	
34	Bramcote Crematorium Joint Committee	17.7%	£19,755	£20,228	£20,712	17.7% plus £19,755	17.7% plus £20,228	17.7% plus £20,712	A
40	Harworth & Bircotes Parish Council	17.7%	£5,920	£6,061	£6,206	17.7% plus £5,920	17.7% plus £6,061	17.7% plus £6,206	
42	Greasley Parish Council	17.7%	£13,899	£14,232	£14,572	17.7% plus £13,899	17.7% plus £14,232	17.7% plus £14,572	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
44	Bingham Town Council	17.7%	£5,440	£5,571	£5,704	17.7% plus £5,440	17.7% plus £5,571	17.7% plus £5,704	
47	Blidworth Parish Council	17.7%	£1,530	£1,567	£1,604	17.7% plus £1,530	17.7% plus £1,567	17.7% plus £1,604	
51	Newark Town Council	17.7%	£31,994	£32,759	£33,543	17.7% plus £31,994	17.7% plus £32,759	17.7% plus £33,543	
56	Calverton Parish Council	17.7%	£636	£652	£667	17.7% plus £636	17.7% plus £652	17.7% plus £667	
68	Southwell Town Council	17.7%	£6,965	£7,131	£7,302	17.7% plus £6,965	17.7% plus £7,131	17.7% plus £7,302	
75	Stapleford Town Council	17.7%	£3,506	£3,589	£3,675	17.7% plus £3,506	17.7% plus £3,589	17.7% plus £3,675	
113	Radcliffe on Trent Parish Council	17.7%	£6,667	£6,827	£6,990	17.7% plus £6,667	17.7% plus £6,827	17.7% plus £6,990	
115	Ravenshead Parish Council	17.7%	£1,654	£1,694	£1,734	17.7% plus £1,654	17.7% plus £1,694	17.7% plus £1,734	
116	Trowell Parish Council	17.7%	£2,548	£2,609	£2,671	17.7% plus £2,548	17.7% plus £2,609	17.7% plus £2,671	
117	Edwinstowe Parish Council	17.7%	£6,116	£6,263	£6,412	17.7% plus £6,116	17.7% plus £6,263	17.7% plus £6,412	
132	Mansfield and District Crematorium Joint Committee	17.7%	£20,547	£21,038	£21,541	17.7% plus £20,547	17.7% plus £21,038	17.7% plus £21,541	A
137	Ollerton & Boughton Town Council	17.7%	£14,241	£14,581	£14,930	17.7% plus £14,241	17.7% plus £14,581	17.7% plus £14,930	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
191	Rainworth Parish Council	17.7%	£1,754	£1,796	£1,839	17.7% plus £1,754	17.7% plus £1,796	17.7% plus £1,839	
195	Langar Cum Barnstone Parish Council	17.7%	£687	£704	£720	17.7% plus £687	17.7% plus £704	17.7% plus £720	
217	Cropwell Bishop Parish Council	17.7%	£1,780	£1,822	£1,866	17.7% plus £1,780	17.7% plus £1,822	17.7% plus £1,866	
328	Newstead Parish Council	17.7%	£386	£395	£404	17.7% plus £386	17.7% plus £395	17.7% plus £404	
318	Burton Joyce Parish Council	17.7%	£5,228	£5,353	£5,481	17.7% plus £5,228	17.7% plus £5,353	17.7% plus £5,481	
387	Kimberley Town Council	17.7%	£3,486	£3,570	£3,655	17.7% plus £3,486	17.7% plus £3,570	17.7% plus £3,655	
Grouped Admission Bodies									
20	Rural Community Action Nottinghamshire	16.5%	£12,977	£13,287	£13,605	16.5% plus £12,977	16.5% plus £13,287	16.5% plus £13,605	
22	Nottinghamshire Deaf Society	16.5%	£6,133	£6,280	£6,430	16.5% plus £6,133	16.5% plus £6,280	16.5% plus £6,430	
41	Faith in Families	16.5%	£61,102	£62,564	£64,061	16.5% plus £61,102	16.5% plus £62,564	16.5% plus £64,061	
45	Southwell Leisure Centre	16.5%	£25,078	£25,678	£26,292	16.5% plus £25,078	16.5% plus £25,678	16.5% plus £26,292	
48	Nottingham Citizens Advice Bureau	16.5%	£19,567	£20,035	£20,514	16.5% plus £19,567	16.5% plus £20,035	16.5% plus £20,514	
52	Nottingham Trent Students Union	16.5%	£38,465	£39,385	£40,327	16.5% plus £38,465	16.5% plus £39,385	16.5% plus £40,327	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
54	East Midlands Further Education Council	16.5%	£41,167	£42,152	£43,161	16.5% plus £41,167	16.5% plus £42,152	16.5% plus £43,161	
64	Nottinghamshire County Scout Association	16.5%	£1,962	£2,009	£2,057	16.5% plus £1,962	16.5% plus £2,009	16.5% plus £2,057	
69	Mansfield Citizens Advice Bureau	16.5%	£10,682	£10,937	£11,199	16.5% plus £10,682	16.5% plus £10,937	16.5% plus £11,199	
84	Groundwork Greater Nottingham	16.5%	£3,902	£3,995	£4,091	16.5% plus £3,902	16.5% plus £3,995	16.5% plus £4,091	
85	Southwell Council for Family Care	16.5%	£41,275	£42,262	£43,273	16.5% plus £41,275	16.5% plus £42,262	16.5% plus £43,273	
87	Citizens Advice Broxtowe	16.5%	£2,711	£2,776	£2,842	16.5% plus £2,711	16.5% plus £2,776	16.5% plus £2,842	
90	Meadows Advice Group	16.5%	£1,902	£1,947	£1,994	16.5% plus £1,902	16.5% plus £1,947	16.5% plus £1,994	
103	Ollerton & District Citizens Advice Bureau	16.5%	£13,207	£13,523	£13,847	16.5% plus £13,207	16.5% plus £13,523	16.5% plus £13,847	
104	Ashfield Citizens Advice Bureau	16.5%	£2,220	£2,273	£2,328	16.5% plus £2,220	16.5% plus £2,273	16.5% plus £2,328	
107	Greenfields Centre Limited	16.5%	£6,151	£6,298	£6,449	16.5% plus £6,151	16.5% plus £6,298	16.5% plus £6,449	
109	Clifton Advice Centre	16.5%	£4,251	£4,353	£4,457	16.5% plus £4,251	16.5% plus £4,353	16.5% plus £4,457	
124	Pearson Centre for Young People	16.5%	£1,791	£1,833	£1,877	16.5% plus £1,791	16.5% plus £1,833	16.5% plus £1,877	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
141	The Partnership Council	16.5%	£1,640	£1,680	£1,720	16.5% plus £1,640	16.5% plus £1,680	16.5% plus £1,720	
142	Mansfield Road Baptist Housing	16.5%	£6,084	£6,230	£6,379	16.5% plus £6,084	16.5% plus £6,230	16.5% plus £6,379	
144	Disabilities Living Centre	16.5%	£4,018	£4,114	£4,212	16.5% plus £4,018	16.5% plus £4,114	16.5% plus £4,212	
145	Renewal Trust	16.5%	£10,128	£10,370	£10,618	16.5% plus £10,128	16.5% plus £10,370	16.5% plus £10,618	
150	Nottingham Ice Centre Limited	16.5%	£9,356	£9,580	£9,809	16.5% plus £9,356	16.5% plus £9,580	16.5% plus £9,809	
151	Newark Emmaus Trust Limited	16.5%	£15,640	£16,014	£16,397	16.5% plus £15,640	16.5% plus £16,014	16.5% plus £16,397	
152	Experience Nottinghamshire Limited	16.5%	£2,895	£2,965	£3,035	16.5% plus £2,895	16.5% plus £2,965	16.5% plus £3,035	
155	Nottinghamshire Association of Local Councils	16.5%	£1,196	£1,224	£1,254	16.5% plus £1,196	16.5% plus £1,224	16.5% plus £1,254	
158	Institute of Cemetery & Crematorium	16.5%	£17,014	£17,421	£17,838	16.5% plus £17,014	16.5% plus £17,421	16.5% plus £17,838	
161	Bassetlaw Citizens Advice Bureau	16.5%	£5,237	£5,362	£5,490	16.5% plus £5,237	16.5% plus £5,362	16.5% plus £5,490	
169	Carers Federation Nottingham & Nottinghamshire Limited	16.5%	£52,809	£54,073	£55,367	16.5% plus £52,809	16.5% plus £54,073	16.5% plus £55,367	
179	Nottingham Regeneration Ltd.	16.5%	£6,510	£6,666	£6,825	16.5% plus £6,510	16.5% plus £6,666	16.5% plus £6,825	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
183	Child Migrants Trust	16.5%	£17,495	£17,914	£18,342	16.5% plus £17,495	16.5% plus £17,914	16.5% plus £18,342	
189	Bestwood Partnership Forum	16.5%	£5,770	£5,908	£6,049	16.5% plus £5,770	16.5% plus £5,908	16.5% plus £6,049	
389	Framework Housing Association	14.9%	-	-	-	14.9%	14.9%	14.9%	
320	Tarmac Ltd	16.5%	£61,570	£63,043	£64,552	16.5% plus £61,570	16.5% plus £63,043	16.5% plus £64,552	
326	Nottingham City Care Partnership	19.3%	£1,527	£1,564	£1,601	19.3% plus £1,527	19.3% plus £1,564	19.3% plus £1,601	
396	ABM Catering Ltd	17.4%	£3,248	£3,326	£3,406	17.4% plus £3,248	17.4% plus £3,326	17.4% plus £3,406	
402	Innovate Services Limited	16.6%	£10,706	£10,962	£11,224	16.6% plus £10,706	16.6% plus £10,962	16.6% plus £11,224	
Fund Academies									
198	Samworth Church Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
200	Bulwell Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
202	Nottinham University Samworth Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
219	Nottingham Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
227	Barnby Road Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
229	George Spencer Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
230	Redhill Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
232	Carlton Le Willows	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
233	Fernwood Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
234	West Bridgford Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
235	Toot Hill School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
236	National CE Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
237	Manor Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
238	Diverse Academies Trust - Tuxford Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
239	South Nottingham College Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
240	School Partnership Trust - Serlby Park Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
241	Carlton Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
242	Norbridge Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
243	South Nottingham Catholic Academy Trust - Becket	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
244	South Nottingham Catholic Academy Trust - St Edmund Campion	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
245	Southwark Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
246	Arnold Hill Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
247	Huntingdon Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

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			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
248	Edna G Olds Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
249	St Anns Well Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
250	Greenwood At - Nottingham Girls Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
251	Joseph Whitaker Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
252	Blessed Robert Widmerpool Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
253	Warren Hill Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
254	Bluecoat Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
255	Brunts Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
256	Queen Elizabeth Endowed Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
257	Sycamore Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
260	Quarrydale Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
261	Our Lady & St Edwards Roman Catholic Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
262	Priory Catholic Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
263	Nethergate Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
264	North Leverton CE Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
265	Chetwynd Primary Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
266	Ashfield School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
267	The Elizabethan Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
268	Retford Oaks Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
276	Outwood Academy Portland	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
277	Outwood Academy Valley	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
278	Cotgrave Candleby Lane	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
279	South Wolds	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
280	Rushcliffe School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
281	Kirkby College	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
282	St Teresa's Catholic Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
283	Trinity Catholic School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
284	St Marys Catholic Primary	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
285	Our Lady of Perpetual Succour	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
286	Northgate Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
287	Milford Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
288	Old Basford School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
289	Top Valley Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
290	Whitemoor Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
291	Meden School & Technology College	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
292	Kimberley School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
293	Sherwood E-Act Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
294	Wainwright Primary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
295	Mansfield Primary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
296	Foxwood School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
297	Stone Soup Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
298	St Margaret Clitherow Primary & Nursery Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
299	Sacred Heart Primary Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
300	Holy Cross Primary Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
301	The Good Shepherd Primary Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
302	Christ The King Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
303	Alderman White School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
304	Bramcote Park School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
305	St Augustine's Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
306	The Newark Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
307	East Leake Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
308	Kingston Park Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
309	Sutton Community Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
310	The Dukeries Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
311	Sneinton St Stephen's CE Primary & Nursery School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
312	Windmill LEAD Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
316	Tuxford Primary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
325	Nottingham Emmanuel School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
330	Fairfield Primary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
331	The Holgate Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
333	Skegby Junior Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
335	Blue Bell Hill Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
338	Archbishop Cranmer CE Primary	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
339	Transform Multi Academy Trust - Highbank Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
342	Hogarth Primary & Nursery School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
336	Glapton Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
327	Firbeck Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
317	St Patrick's Catholic Primary	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
319	Ambleside Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
332	Leamington Primary & Nursery Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
337	St Peter's CE Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
344	Rosebrook Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
346	Magnus C of E School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
341	Hillside Primary & Nursery School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
343	Peafield Lane Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
349	Djanogly Strelley Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
348	Portland School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
353	All Saints Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
351	Arnbrook Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
350	Birklands Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
354	Holy Trinity Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
352	St Patrick's Catholic Primary School, A Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
361	The Beech Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
356	Sunnyside Spencer Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
357	Edale Rise Primary	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
355	Glenbrook Primary	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
347	Bishop Alexander L.E.A.D. Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
362	Hall Park Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
369	Sparken Hill Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
368	St Philip Neri with St Bede Catholic Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
360	Bluecoat Beechdale Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
371	St Mary Magdelene Church of England Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
372	Harworth Church of England Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
374	The Bramble Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
376	Jubilee Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
383	Ernehale Junior School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
378	Rosslyn Park Primary and Nursery School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
382	The Sir Donald Bailey Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
375	Radford Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
363	Vision Studio School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
364	Nottingham Free School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
365	Nottingham University Academy of Science	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
	and Technology								
393	St Joseph's Catholic Primary Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
392	St Joseph's Catholic Primary School - A Voluntary Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
379	Farnborough Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
394	Beeston Fields Primary & Nursery School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
386	Diocese of Southwell and Nottingham Multi-Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
384	Oakwood Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
398	Edwalton Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
377	Brocklewood Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
385	Riverside Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
403	St John's Church of England Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
405	Greythorn Primary School	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
397	Channeling Positivity	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
395	Bilsthorpe Flying High Academy	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
358	LEAD Multi Academy Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	
370	Greenwood Academies Trust	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Employer Code	Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Total contributions (% pay plus monetary adjustment)			Specific notes
			2017/18	2018/19	2019/20	2017/18	2018/19	2019/20	
391	North Ashfield Behaviour Attendance	14.3%	4.0%	4.0%	4.0%	18.3%	18.3%	18.3%	

Specific Notes

The notes referred to in the table above are as follows::

- A We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making a single lump payment in April 2017. This lump sum payment will receive an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payment by 30 April 2017, the above contributions in the table will apply as normal.
- B. We understand that employers with this note have agreed with the administering authority that they will prepay an element of their certified contributions by making lump sum payments at the start of each year (i.e. in April 2017, April 2018 and April 2019). This lump sum payment will receive an actuarially equivalent discount and the employer has been notified of the required amount separately. If they do not make the lump sum payments by 30 April in the period they are due, the above contributions in the table will apply as normal.

Post valuation employers

Any employer that joined the Fund after 31 March 2016 and is not listed above will be advised of their contribution rates separately.