

# Nottinghamshire County Council Pension Fund

*Actuarial Valuation as at 31 March 1995*

*R Watson & Sons  
(Actuaries & Consultants)  
March 1996*



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## *Actuarial Valuation as at 31 March 1995*

To the County Treasurer

Nottinghamshire County Council

As instructed, and in compliance with Regulation L10 of the Local Government Pension Scheme Regulations 1995, we have undertaken an actuarial valuation of the Nottinghamshire County Council Pension Fund (the Fund) as at 31 March 1995. We now have pleasure in submitting our report on the results of the valuation. The content of the report, which has been prepared in accordance with the Guidelines GN9: Retirement Benefits Schemes - Actuarial Reports published by the Institute of Actuaries and the Faculty of Actuaries to the extent they apply to the Fund, is as follows:

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Appended to the report are a summary of the rates of contribution payable by all the participating bodies over the year 1 April 1995 to 31 March 1996 and the membership of the Fund at the valuation date, together with the certificate required under Regulation L11 covering the future contribution arrangements and the certificate required under the Income and Corporation Taxes Act 1988 regarding overfunding.



# 1 Background

## **The Previous Valuation**

- 1.1 The previous actuarial valuation of the Fund was undertaken as at 31 March 1992 under the Local Government Superannuation Regulations 1986 as subsequently amended, particularly by Local Government Superannuation (Amendment) Regulations 1993 (SI 1993/366). These amending Regulations specified that the contribution arrangements to be certified must be such as to ensure a target level of funding of 100% for all bodies; a target level of 75% of liabilities for scheduled bodies had been in force since 1989.
- 1.2 The 1992 valuation showed that the contribution rate required to meet the year-by-year accrual of benefits (in addition to the cost met by members) was 7.2% of members' pensionable pay. The assets of the Fund were sufficient to provide only 90% of liabilities arising from past service, including pensions and deferred pensions.
- 1.3 The Department of Environment recognised that the very large increases in employers' contributions following the change of the target level of funding were likely to be too large to be accommodated in a single year and regarded the revised wording of the Regulation as permitting the increase to be phased in over a number of years. After discussion with the County, the contribution rates were set for 1993/94 at the level which would have been required had a 75% target level of funding persisted, for 1994/95 at the projected unit level and for 1995/96 at the level required for 100% funding. The 1995/96 contribution in respect of the past service deficiency was expressed as a monetary amount for some of the participating employers. The total contribution required from the County Council in 1995/96 was 7.2% of members' pensionable pay plus £3,418,000.
- 1.4 For admitted bodies where the funding target was always 100%, the increase in contribution found to be required was imposed in full from 1 April 1993. The rates of contribution paid by all the participating bodies over the year 1 April 1995 to 31 March 1996 are set out in Appendix A to this report.

## **The Present Valuation**

- 1.5 The main purpose of the present valuation is to ascertain the financial position of the Fund in order to establish appropriate contribution arrangements for each participating employer with effect from 1 April 1996, in accordance with the Regulations.
- 1.6 Local authority accounts have to contain as footnotes information to comply with the accounting standard SSAP24 and, accordingly, the pension costs arising under SSAP24 also need to be established. In effect, these are the pension costs which would arise on the basis of past-service surplus or deficiency rectified over a period equal to the expected average future service working lifetime of the membership. The results of these calculations are commented on in a separate letter.

### **Inter-valuation Events**

- 1.7 The following matters have impinged on the Fund during the three years under review.
- The rate of Advance Corporation Tax which could be recovered on UK dividends was reduced from 25% to 20% in April 1993. This had the effect of reducing the value of UK shares by 6¼%, thus reducing the funding level of the Fund by about 3%.
  - Various grant-maintained schools, and colleges, became separate employing authorities.

### **Benefits valued**

- 1.8 The valuation has been based upon the benefits set out in the Local Government Pension Scheme Regulations 1995 (SI 1995 No.1019) which came into force on 2nd May 1995. The main change to the benefits of the Fund since the date of the previous valuation has been an increase to the lump sum death grant to two years' pensionable remuneration.
- 1.9 The Pensions Act 1995 includes a number of provisions which will fundamentally affect all aspects of running of occupational pension schemes, but particularly their financing. However the Local Government Pension Scheme, (together with other public service schemes) are to be specifically excluded from most of the provisions. The most important aspect affecting the financing of the Scheme are changes to contracting out which will result in the Fund having to bear the full cost of pension increases on the benefits earned by service after April 1997; currently part of the cost is borne by the State Scheme.
- 1.10 No account has been taken in the valuation of the effect of:
- the increase in membership following the introduction of automatic entry to the Fund with effect from 2 May 1995;
  - any changes arising from the proposed partial deregulation of the Scheme;
  - the effects of any compulsory tendering or outsourcing of services after the valuation date;
  - costs arising from future early retirements on grounds of efficiency or redundancy (but see paragraph 4.13);
  - any changes arising from the re-organisation of Local Government.

## 2 Membership & Financial Data

- 2.1 The membership particulars which were provided for the valuation are summarised in the table below for the Fund as a whole, together with the corresponding particulars for the previous valuation. A more detailed summary of the data provided for the current valuation is shown in Appendices B and C. The amounts of pension and deferred pension shown include the increases due in April following the relevant valuation; the annual pensionable pay shown includes the full-time equivalent pay for part-time employees.

	1992 valuation	1995 valuation
<b>Active Members</b>		
Number of active members	22,121	23,174
Total annual pensionable pay £m	264.0	290.1
Average annual pensionable pay £	11,934	12,519
<b>Deferred Pensioners</b>		
Number of deferred pensioners	6,373	5,653
Total annual deferred pensions £m	5.0	6.0
Average annual pension £	792	1,066
<b>Pensioners</b>		
Number of Pensioners	9,973	11,808
Total annual pensions £m	25.9	33.2
Average annual pension £	2,593	2,810
<b>Widow(er)s</b>		
Number of widow(er)s	2,221	2,433
Total annual widow(er)'s pensions £m	3.0	3.9
Average annual widow(er)'s pension £	1,353	1,584

## Financial

- 2.2 We have been provided with signed and audited accounts of the Fund for each of the three intervaluation years. These show that the market value of the assets of the fund increased from £529.8 million as at 31 March 1992 to £730.9 million at 31 March 1995. The financial transactions of the Fund over the three year period are summarised in the following consolidated revenue account.

	£m	£m
<i>Market value of Fund as at 1 April 1992</i>		529.8
<b>Income:</b>		
Employees' contributions	47.6	
Employers' contributions	35.4	
Transfer payments received	11.0	
Investment income	85.1	
Change in market value of investments both realised and unrealised	166.3	
<b>Total income</b>		<b>345.4</b>
<b>Outgo:</b>		
Pensions	96.3	
Lump sums on retirement	24.1	
Lump sums on death	1.4	
Transfer payments made	15.1	
Other payments in respect of leavers	0.7	
Investment Expenses	3.7	
Administrative expenses	3.0	
<b>Total outgo</b>		<b>144.3</b>
<i>Market value of Fund as at 31 March 1995</i>		<b>730.9</b>

- 2.3 The investment return of the Fund over the three year intervaluation period, when measured by reference to market value, was about 14.4% pa, compared with a median return of about 14.0% pa secured by Local Government pension funds over this period. These figures are based on information produced by CAPS and the WM Company.

- 2.4 The following table summarises in broad categories the breakdown of the market value of the investments at the valuation date, according to the information supplied.

	Market Value	
	£m	%
Fixed Interest		
UK	43.1	5.9
Overseas	51.6	7.1
Index-Linked (UK)	33.2	4.5
Equities		
UK	339.8	46.5
Overseas	99.5	13.6
Unit Trusts	29.6	4.0
Overseas Unit Trusts	45.7	6.3
Unquoted investments	1.1	0.1
Property	51.3	7.0
Cash	30.5	4.2
Net Current Assets	5.5	0.8
<b>Totals</b>	<b>730.9</b>	<b>100.0</b>

- 2.5 The above analysis shows that 77% of assets are in equities, unit trusts and properties, a composition which is similar to the average large occupational pension scheme. Such assets, which do not match the liabilities, are held in the expectation that better returns will be achieved in the long run and reflect the need to keep the cost of the Fund at reasonable levels, even at the risk of possible adverse and volatile returns from time to time. Such a strategy may need to be restrained if the proportion of liabilities in respect of pensioners is unusually large, or the cash flow of the Fund negative.
- 2.6 It can be seen from the consolidated revenue account that the payments made are less than the income of the Fund (excluding capital movements in investments). With the increases in contributions still to come we expect the cash flow to remain positive for the foreseeable future: there is no immediate prospect of the Fund needing to sell investments to meet benefit payments. However, if there were to be a significant further reduction in the active membership the need to realise investments to make benefit payments may arise notwithstanding the increased level of contribution.
- 2.7 Neither the liability profile nor the cash flow of the fund are such as to require a review of the investment policy. Furthermore, only a very substantial change in the number of active members is likely to cause a restraint on investment policy until well after the next valuation, when the position would be reviewed.



# 3 Valuation Basis

3.1 The assumptions underlying the valuation of the Fund can be regarded as falling into two groups as follows:

- The "economic" assumptions which cover the valuation rate of interest, future increases in general pay levels, the advance provision to be made for future pension increases and dividend growth.
- The "statistical" assumptions which cover such matters as future rates of withdrawal and retirement from service, rates of mortality, the proportion of members married and the progression of pensionable pay from age to age attributable to increasing responsibility and promotion.

These two groups of assumptions are considered separately in the following paragraphs.

## Economic Assumptions

3.2 The economic assumptions are of more financial significance than the statistical assumptions - small changes to the assumptions may have a significant effect on the financial position disclosed by the valuation - and represent our view of the likely average economic conditions applying over the long term future lifetime of the Fund. After due consideration, it has been decided to assume that the rate of inflation will be less than previously assumed, and we have accordingly reduced the assumed rate of inflation from 4½% pa to 4% pa., although assumptions adopted for the purposes of the 1989 and 1992 valuations relative to inflation continue to be appropriate. These assumptions both in absolute and in real terms, ie relative to price inflation, are as follows:

Assumption	Annual rate	
	Absolute	Real
	%	%
The valuation rate of interest, ie the long-term rate of accumulation, taking income and capital together, which will be obtained on new investments made over the long-term future of the Fund	8½	4½
Future escalation of pensionable pay arising as a result of general economic conditions	6	2
*Allowance for future pension increases - such increases are in line with price inflation	4	0
The increase to be expected from time to time in the flow of income from ordinary shares and similar investments	4	0

\* The assumption covers all pensions other than Guaranteed Minimum Pensions.

## **Statistical Assumptions**

### **3.3 The main assumptions are as follows:**

- the rates of mortality, ill-health retirement, withdrawal from membership and retirement in normal health which will be experienced by active members in the future;
- the rates of mortality which will be experienced by members after they have retired and by their spouses;
- the proportion of members and pensioners who are married at their death;
- the future progression of pensionable pay as a result of promotion etc. i.e. not as a result of inflationary pressures.

For many of the assumptions, past experience has been found to be a good guide to the future. These assumptions may therefore be derived from past experience adjusted to provide for trends such as a continuation of the reduction in rates of mortality.

### **3.4 Our assumptions are based mainly on our analysis of the experience of all the local government pension funds we advise. With the exception of those set out below, we have found no reason to change the assumptions used in 1992, which have therefore been retained. The following assumptions were revised, for the reasons given:**

#### ***Ill-health Retirement***

In general, the number of cases of ill-health retirement has continued to be well in excess of the number expected and the rates previously assumed have been increased by approximately 20% to reflect this.

#### ***Mortality***

Rates of mortality of members of the Fund and the population in general continue to improve. We have reflected this by reducing the rates of mortality assumed in the valuation (in effect by assuming that members will live 6 months longer). This change in the valuation assumptions has led to an increase in the liabilities of the Fund as a result of pensions being assumed to be payable for a longer period.

#### ***Proportion Married***

The proportion of members who are married has shown a steady decline for many years. The assumptions have been brought in line with the 1991 census statistics.

# 4 Results of the Valuation

## **The Ongoing Position**

- 4.1 The results of our investigations into the ongoing financial position of the Fund, completed by reference to the actuarial basis described in section 3 above, are considered in the following paragraphs. The results are considered in two parts, as follows:
- the relationship between the assessed value of the assets of the Fund and the value of the liabilities accrued in respect of pensionable service rendered up to 31 March 1995; and
  - the level of contribution required to meet the cost of the year by year accrual of benefits in the future.

The rate of contribution required may then be derived from a joint consideration of the results of these two sets of investigations.

## **Past Service**

- 4.2 For the purposes of the valuation, the value placed upon the assets has to be derived in a manner consistent with that placed upon the liabilities. This is achieved by discounting the future flow of income and capital expected from the investments at the same valuation rate of interest as is used to discount the future flow of benefit payments when determining the value of the liabilities. For those assets such as ordinary shares, which are purchased on the basis of a low initial yield with a view to future growth, it is necessary to assume a rate of growth of such income and this is the reason for the inclusion of the final element in the economic basis (see paragraph 3.2 above). In order for the valuation process not to be influenced by day to day investment decisions, a notional fund is valued rather than the actual investments held. The notional fund used is of the same market value as the total assets of the Fund, but invested 85% in the FT Actuaries All-Share Index and 15% in the equivalent index for British Government fixed interest securities. This leads to a value of £704.1 million being placed on the assets.
- 4.3 The relationship between the values placed on the assets held by the Fund on 31 March 1995 and the liabilities accrued in respect of pensionable service rendered up to 31 March 1995 are set out in the following statement:

<b>Valuation Statement as at 31 March 1995</b>		<b>£m</b>
<b>Liabilities in respect of:</b>		
Retired members and widows		376.3
Deferred pensioners		47.3
Members in service		420.0
<b>Total past-service liabilities</b>		<b>843.6</b>
<b>Value placed on the assets of the Fund</b>		<b>704.1</b>
<b>Excess of liabilities over assets accrued up to 31 March 1995</b>		<b>139.5</b>

The valuation has thus revealed a past-service deficiency of £139.5 million and a level of funding of the liabilities of 83%.

- 4.4 On the occasion of the 1992 valuation the level of funding of the past-service liabilities was 90%. The reasons for the level reducing by 7% are as follows:
- the contributions paid over the three year intervaluation period being less than those required to maintain the funding level (-3%)
  - excess retirements on the grounds of ill-health than assumed (-2%)
  - changes in the statistical assumptions underlying the valuation (see paragraph 3.4) (-1½%)
  - the costs of retirements on the grounds of redundancy or efficiency (-1½%)
  - miscellaneous (+1%).

#### **Future Service**

- 4.5 The determination of the contributions required in respect of future service involves first the calculation of the cost of the benefits which will accrue over the year after the review date to members then in service (allowing for all expected future pay increases until their membership of the Fund terminates) and secondly expressing this cost as a percentage of the members' pensionable pay under Regulation C4. This method of determining the contribution is known as the "projected unit" method and leads to a stable level of contribution if the profile of the membership by age, sex, status and pay remains constant. This implies a continued flow of new entrants. If, however, the average age of the membership were to increase, perhaps as a result of a reduction in the flow of new entrants, the projected unit contribution rate would tend to rise because the cost of a member's benefits tends to increase with age.
- 4.6 The results of our investigations, based upon the membership of the Fund as at 31 March 1995, indicate that the cost to the County Council of the year by year

accrual is equal to 8.1% of the members' pensionable pay in 1996/7 and 8.3% thereafter. This rate includes an appropriate allowance for administration expenses. The rate found in 1992 was 7.2% of the members' pensionable pay. The reasons for the increase are:

- changes in the statistical basis underlying the valuation (see paragraph 3.4)
- improvements in benefits
- change in composition of membership
- change in contracting out terms (see paragraph 1.9).

#### **The Contribution Rates required**

- 4.7 The natural period over which to liquidate the past-service deficiency is the average expected future service lifetime of the membership of the Fund and this has been adopted for each participating employer. (The adoption of this period aims to charge pension costs over the working lifetime of the members and under SSAP24 is the mandatory period.) We find that annual contributions from April 1996 of 4.2% of members' pensionable pay would be required from the County Council to meet the past-service deficiency over this period, after taking into account the contributions being paid in 1995/6.
- 4.8 The above calculations relate to the County Council. Separate consideration has been given to each of the employing authorities, with individual attribution of the main elements of experience affecting funding levels. The cost of accrual from April 1997 has not been taken into account.
- 4.9 The result for the County Council is to show the following derivation of the rate of contribution:

	<b>Percentage of members' pensionable pay</b>
Cost of the year-by-year accrual of benefits less the cost met by members	8.1%
Contribution required to meet the past-service deficiency over a period of 12 years, after taking into account amounts payable in 1995/6	4.2%
Total rate of contribution	12.3%

- 4.10 The amount being paid by the County Council in 1995/6, as set out in paragraph 1.3 above, may be re-expressed as 9.3% of members' pensionable pay. A substantial increase could not reasonably be accommodated in a single year, and is, in accordance with the principle set out in paragraph 1.3, being phased in over three years, in equal steps of 1.2% of members' pensionable pay.
- 4.11 The corresponding contributions for the other participating employers are shown in the contribution rate certificate appended to this report. For smaller scheduled bodies, the new contribution rates will come into force in full from 1 April 1996.
- 4.12 The adoption of this stepped approach will lead to the current level of funding of 83% increasing only very slowly at first, to 86% by the date of the next valuation, March 1998, reaching 90% by March 2001 if our assumptions are borne out.
- 4.13 The above contribution arrangements make no allowance for meeting the costs of early retirements. It is generally regarded as good practice for this cost to be estimated at the time of retirement, and met over a relatively short period. This is particularly desirable in the case of authorities whose continuation in the Fund is uncertain. We have provided tables for such costs to be calculated, and the contribution rate certificate also provides for additional contributions to be made up to the level of those costs.

#### **Legislative Requirements**

- 4.14 Under the terms of the Income and Corporation Taxes Act 1988 supplementary investigations must be completed in conjunction with the present review in order to ascertain whether the Inland Revenue regards the Fund as excessively over-funded when assessed by reference to a "prescribed basis". The results of these investigations indicate no such excessive over-funding and an appropriate certificate to this effect is appended to the report.
- 4.15 As there are no provisions in the Local Government Pension Scheme Regulations to discontinue or to wind up the Fund, it is not necessary to consider what would happen in such an event.

# 5 Conclusion

- 5.1 We have undertaken a valuation of the Fund as at 31 March 1995 in compliance with Regulation L10. The valuation shows the assets held at the valuation were sufficient to cover 83% of the accrued liabilities assessed on an ongoing basis. The revised contribution arrangements which are effective from 1 April 1996 are set out in the contribution rate certificate required by Regulation L11 appended to this report.



**Andrew Wilson**  
**Partner**  
**R Watson & Sons**

21 March 1996

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Employer	Rate in payment 1995/96	
	Contribution Rate (% of members' pensionable pay)	Monetary adjustment to be added (£000s)
Broxtowe College	10.4	-
Clarendon College	8.7	-
High Pavement College	11.3	-
Newark and Sherwood College	10.1	-
North Nottinghamshire College	10.4	-
Peoples College	8.7	-
South Nottinghamshire College	10.6	-
West Nottinghamshire College	10.6	-

# A

## Contribution Rates in payment during 1995/96

Employer	Rate in payment 1995/96	
	Contribution Rate (% of members' pensionable pay)	Monetary adjustment to be added (£000s)
Nottinghamshire County Council	7.2	3,418
Bassetlaw District Council	6.9	317
Mansfield District Council	7.4	374
Newark & Sherwood District Council	6.9	253
Ashfield District Council	7.1	237
Broxtowe Borough Council	7.3	244
Gedling Borough Council	6.6	190
Rushcliffe Borough Council	6.5	199
Nottingham City Council	7.1	1,724
Probation Committee	6.9	58
Magistrates Court Committee	5.5	34
Transport Company Deemed Employees	11.5	-
Balderton Parish Council	9.3	-
Calverton Parish Council	9.3	-
Cotgrave Parish Council	9.3	-
Greasley Parish Council	9.3	-
Harworth Parish Council	9.3	-
Keyworth Parish Council	9.3	-
Newark Town Council	9.3	-
Nuthall Parish Council	9.3	-
Ruddington Parish Council	9.3	-
Selston Parish Council	9.3	-
Stapleford Town Council	9.3	-
Laneham Internal Drainage Board	9.3	-
Newark Internal Drainage Board	9.3	-
Bramcote Crematorium Joint Committee	9.3	-
Leics, Northants & Notts Local Valuation & Community Charge Panel	9.3	-
Nottingham Trent University	7.0	-
Arnold and Carlton College	8.5	-
Basford Hall College	10.5	-
Bilborough College	9.7	-
Brackenhurst College	9.0	-

# B Distribution of Membership as at 31 March 1995 by Sex and Status

## (a) Actives

	Male Officers	Female Officers	Male Manual Workers	Female Manual Workers	Total
Number	6,209	9,749	4,046	3,170	23,174
Pensionable remuneration (£m)	109.7	116.1	45.8	18.5	290.1
Average reckonable service by remuneration (yrs)	14.5	9.7	12.1	7.3	11.7
Average age by remuneration (yrs)	43.2	40.3	44.6	46.5	42.4

## (b) Deferred Pensioners

	Males	Females	Total
Number	2,258	3,395	5,653
Amount of deferred pension (including pensions increase to April 1995) (£m)	3.0	3.0	6.0
Average age by deferred pension (yrs)	44.5	41.6	43.1

## (c) Pensioners

	Males	Females	Total
Number	6,682	5,126	11,808
Amount of pension (including pensions increase to April 1995) (£m)	23.9	9.3	33.2
Average age by pension (yrs)	67.4	66.1	67.0

## (d) Widow(er)s

	Widows	Widowers	Total
Number	2,374	59	2,433
Amount of pension (including pensions increase to April 1995) (£m)	3.8	0.1	3.9
Average age by pension (yrs)	72.8	63.0	72.7

# C Distribution of membership by Authority as at 31 March 1995

Authority	Actives	Deferred Pensioners	Pensioners	Widow(er)s
<b>Scheduled Bodies</b>				
Nottinghamshire County Council	12,849	3,142	6,437	982
Bassetlaw District Council	689	176	398	95
Mansfield District Council	877	160	567	127
Newark & Sherwood District Council	560	148	247	54
Ashfield District Council	629	146	350	87
Broxtowe Borough Council	471	153	298	72
Gedling Borough Council	385	126	253	74
Rushcliffe Borough Council	355	140	277	70
Nottingham City Council	3,236	879	2,171	703
Probation Committee	367	74	77	14
Magistrates Courts Committee	209	79	49	9
Transport Company Deemed Employees	646	65	282	28
Nottingham Trent University	1,033	182	177	10
<b>Colleges</b>				
Arnold and Carlton College	61	7	4	1
Basford Hall College	73	3	6	-
Broxtowe College	72	3	2	-
Clarendon College	92	4	3	-
Newark and Sherwood College	49	3	4	-
North Nottinghamshire College	87	4	5	-
Peoples College	65	1	3	1
South Nottinghamshire College	81	2	2	-
West Nottinghamshire College	96	-	10	-
Brackenhurst College	53	4	4	-
Bilborough College	8	-	-	-
High Pavement College	17	-	-	-
<b>Non-participating Bodies</b>				
East Midlands Airport Joint Committee (pre 1 April 1987)	-	24	17	10
Nottingham Trent University (pre 1 April 1989)	-	102	13	10
Former Water and Health Department Employees	-	-	113	67
<b>Small* scheduled bodies (24)</b>	<b>114</b>	<b>26</b>	<b>39</b>	<b>19</b>
<b>Total</b>	<b>23,174</b>	<b>5,653</b>	<b>11,808</b>	<b>2,433</b>

\*ie under 50 members in total

## **Nottinghamshire County Council Pension Fund**

### **Certificate of the Actuary regarding contributions payable by the Participating Bodies**

Nottinghamshire County Council

Dear Sir

- 1 In accordance with your instructions, I have made an actuarial valuation of the NOTTINGHAMSHIRE COUNTY COUNCIL Pension Fund as at 31 March 1995.
- 2 In accordance with Regulation L11(1) of the Local Government Pension Scheme Regulations 1995, I have made an assessment of the contributions which should be paid to the Pension fund by the participating bodies.
- 3 I set out in the attached Statement the contributions which, on the above basis, should in my view be payable to the Pension Fund by the participating bodies.

Yours faithfully



A F Wilson

Fellow of the Institute of Actuaries  
Partner in the Firm of R Watson & Sons

26 March 1996

## Nottinghamshire County Council Pension Fund

Common Contribution Rate payable by each participating body under Regulation L11(1)(a):  
8.1% of members' pensionable pay.

Individual Adjustments payable by the respective authorities under Regulation L11(1)(b):  
the percentage of the respective members' pensionable pay.

	1 April 1996 to 31 March 1997	1 April 1997 to 31 March 1998	1 April 1998 to 31 March 1999
Nottinghamshire County Council	2.4	3.6	4.8
Bassetlaw District Council	3.4	4.6	5.8
Mansfield District Council	3.8	5.1	6.4
Newark & Sherwood District Council	3.4	4.7	6.0
Ashfield District Council	2.9	4.1	5.3
Broxtowe Borough Council	4.4	5.8	7.2
Gedling Borough Council	3.1	4.0	4.9
Rushcliffe Borough Council	3.1	4.1	5.1
Nottingham City Council	3.9	4.9	5.9
Probation Committee	1.2	2.6	4.0
Magistrates Court Committee	(1.2)	(0.8)	(0.4)
Nottinghamshire Police Authority	1.2	2.0	2.8
Transport Company Deemed Employees	6.7	6.7	6.7
Nottingham Trent University	0.4	0.4	0.4
Balderton Parish Council	2.0	2.0	2.0
Calverton Parish Council	2.0	2.0	2.0
Cotgrave Parish Council	2.0	2.0	2.0
Greasley Parish Council	2.0	2.0	2.0
Harworth and Bircotes Parish Council	2.0	2.0	2.0
Keyworth Parish Council	2.0	2.0	2.0
Newark Town Council	2.0	2.0	2.0
Nuthall Parish Council	2.0	2.0	2.0
Ruddington Parish Council	2.0	2.0	2.0
Selston Parish Council	2.0	2.0	2.0
Southwell Parish Council	2.0	2.0	2.0
Stapleford Town Council	2.0	2.0	2.0

Please see note below.

Common Contribution Rate payable by each participating body under Regulation L11(1)(a):  
8.1% of members' pensionable pay.

Individual Adjustments payable by the respective authorities under Regulation L11(1)(b):  
the percentage of the respective members' pensionable pay.

	1 April 1996 to 31 March 1997	1 April 1997 to 31 March 1998	1 April 1998 to 31 March 1999
Laneham Internal Drainage Board	2.0	2.0	2.0
Newark Internal Drainage Board	2.0	2.0	2.0
Bramcote Crematorium Joint Committee	2.0	2.0	2.0
Leics, Northants & Notts Local Valuation & Community Charge Panel	2.0	2.0	2.0
Arnold and Carlton College	1.0	1.0	1.0
Basford Hall College	1.1	1.1	1.1
Bilborough College	4.7	4.7	4.7
Brackenhurst College	(1.3)	(1.3)	(1.3)
Broxtowe College	2.0	2.0	2.0
Clarendon College	(0.3)	(0.3)	(0.3)
High Pavement College	4.7	4.7	4.7
Newark and Sherwood College	2.8	2.8	2.8
North Nottinghamshire College	2.0	2.0	2.0
Peoples College	0.5	0.5	0.5
South Nottingham College	1.8	1.8	1.8
West Nottinghamshire College	3.3	3.3	3.3
Groundwork Ashfield & Mansfield	2.0	2.0	2.0
Clifton Advice Centre	2.0	2.0	2.0
Ravensdale Grant Maintained School	2.0	2.0	2.0
Greenwood Dale Grant Maintained School	2.0	2.0	2.0
George Spencer Grant Maintained School	2.0	2.0	2.0
Radcliffe on Trent Parish Council	2.0	2.0	2.0
Trowell Parish Council	2.0	2.0	2.0
Edwinstowe Parish Council	2.0	2.0	2.0
Foxwood Grant Maintained School	2.0	2.0	2.0
Bestwood Community School	2.0	2.0	2.0

Please see note below.

**Note:**

- 1 The application of the Individual Adjustments to the Common Contribution leads to the minimum level of contributions over the period 1 April 1996 to 31 March 1999:
  - Contributions may be paid towards the cost of early retirements arising after 31 March 1995 in accordance with the table of costs contained in our letter of 15 February 1996.
  - Larger contributions may be paid in any year and if such additional contributions are paid, smaller contributions may be paid in subsequent years provided that at all times the total contributions paid since 1 April 1996 are at least equal to the total minimum contributions since that date.

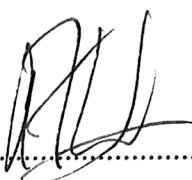
## Certificate

This certificate is given to the Commissioners of Inland Revenue for the purposes of paragraph 2(3) of Schedule 22 to the Income and Corporation Taxes Act 1988.

### Nottinghamshire County Council Pension Fund

I hereby certify that:

- 1 in my opinion as at 31 March 1995 the value of the assets of the Fund did not exceed 105% of the value of the liabilities of the Fund;
- 2 the assets and liabilities to which paragraph 1 refers have been determined in accordance with principles and requirements prescribed by the Pension Scheme Surpluses (Valuation) Regulations 1987.

Signature ..... 

21 March 1996

Fellow of the Institute of Actuaries  
Partner in the Firm of R Watson & Sons

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