

## NORTH YORKSHIRE COUNTY COUNCIL

## PENSION FUND COMMITTEE

20 FEBRUARY 2014

## MEMBER AND EMPLOYER ISSUES

## Report of the Treasurer

**1.0 PURPOSE OF THE REPORT**

1.1 To provide Members with information relating to membership movements, performance and costs of benefits administration as well as related events and activity over the year to date as follows:

- |                             |                 |
|-----------------------------|-----------------|
| (a) Admission Agreements    | (see section 2) |
| (b) LGPS 2014               | (see section 3) |
| (c) 'The Call for Evidence' | (see section 4) |
| (d) Collaboration Activity  | (see section 5) |
| (e) Membership Analysis     | (see section 6) |
| (f) Communications Strategy | (see section 7) |
| (g) Member Training         | (see section 8) |
| (h) Meetings Timetable      | (see section 9) |

**2.0 Admission Agreements**

2.1 The latest position re Proposed Admission Agreements is described in the table at **Appendix 1**.

2.2 Following requests from City of York Council, approval is being sought for the creation of two new admission agreements. These agreements would allow continued access to the LGPS for staff working in the City of York Council Community Equipment Loan and Telecare Alarm Service (CELTAS) and the City of York Libraries and Archive Services. Both services are moving to social enterprise arrangements from 2014.

2.3 Further details on the CELTAS social enterprise arrangements and admission agreement request can be found at **Appendix 2**. The Libraries and Archive Services arrangement and admission agreement request can be found at **Appendix 3**. Members are asked to review this information and to approve the requests.

### **3.0 LGPS 2014**

- 3.1 The Local Government Pension Scheme Regulations 2013 were laid before Parliament on 19 September 2013 and will come onto force from 1 April 2014.
- 3.2 These regulations set the basis for the new LGPS, defining how the 'career average' method will work and introducing new features, previously consulted upon, such as the '50/50 Option' and 'Pensions Accounts'. This has enabled a certain amount of planning to be done ahead of the Regulations coming into force.
- 3.3 Further regulations are required, however, in order to effect the transition of the current LGPS membership into the new scheme. These were expected in the autumn of 2013 but the Government has yet to finalise them.
- 3.4 Currently, the Pensions Administration team is working with a "near-final" draft of the 'Transitional Regulations' in collaboration with other North-East LGPS practitioners, the LGA, fund actuaries and software providers, in preparation for the very challenging deadline of 1 April 2014.
- 3.5 There is still a great deal to resolve around the mechanics of how to administer the new scheme. Clarification of key points in the Transitional Regulations is being sought to assist with this. Nevertheless, the team has a sound basis in terms of systems, resource and working relationships and confidence in their ability to manage the change efficiently and effectively.

### **4.0 The Call for Evidence**

- 4.1 The DCLG received a considerable response to the Call for Evidence, discussed in some detail at the last PFC meeting, with over 130 submissions from across the public and private sectors. Fund authorities were especially well represented with 69 of the 89 funds submitting evidence.
- 4.2 The responses have been analysed and are available to view at <http://www.lgpsboard.org/index.php/structure-reform/responses-public-view>,
- 4.3 Most of the responses reach a similar conclusion to that of NYPF; that the link between scale and efficient fund management is unproven. The responses from CIPFA and the Society of County Treasurers both share this view.
- 4.4 Some other respondents, such as the London Pension Fund Authority, argue that the potential size of 'super pools' would give materially greater purchasing power over investment fees and enable the recruitment of higher calibre investment professionals.
- 4.5 In parallel with the analysis of responses, Ministers Brandon Lewis and Francis Maude jointly commissioned Hymans Robertson to undertake a detailed analysis of three of the potential options for LGPS reform.
- 4.6 The LGPS Shadow Scheme Advisory Board, made up of elected members representing a wide cross-section of scheme stakeholders, is also assisting the

Ministers in developing the ideas for structural reform of the scheme. The Board has produced a report to compliment the analysis from DCLG and the work done by Hymans Robertson. The Board's report has been made public on the website [www.lgpsboard.org](http://www.lgpsboard.org) and quotes a conclusion from the NYPF response;

*'We believe that 3 broad conclusions can be drawn – firstly funds achieve a level of efficiency once they reach approximately 30,000 members; secondly that the increased efficiency of much larger funds is relatively marginal thereafter; and thirdly that most funds with membership under 30,000 appear to have scope to significantly improve efficiency.'*

4.7 DCLG has stated that it plans to bring all this work together to ensure that the Minister has a strong, robust evidence base to inform a consultation on the principles for reform early in 2014.

## 5.0 Collaboration activity

5.1 The Minister's vision of structural reform for the LGPS appears to be that fewer, larger Pension Fund authorities carrying out administration functions would be desirable.

5.2 Lincolnshire Pension Fund, administered by Lincolnshire County Council, is looking for a partner to help develop a shared service model with them from 1 April 2015. Having expressed an initial interest, North Yorkshire Pension Fund has been included on a shortlist of six for this project.

5.3 The potential benefits include savings on systems, communications and general economies of scale, as well as maintaining NYPF's position as a leader in the field of pensions administration provision.

5.4 Discussions are continuing and Members will be kept informed of developments.

## 6.0 Membership Analysis

6.1 Details of current membership numbers are as follows;

Membership Category	At 31/03/13	+/- Change (%)	At 30/06/13	+/- Change (%)	At 30/09/13	+/- Change (%)	At 31/12/13
Actives	29,035	+3.5	30,059	+0.8	30,293	+2.5	<b>31,044</b>
Deferred	27,501	+0.8	27,709	+2.9	28,520	+0.8	<b>28,746</b>
Pensioners	16,755	+1.4	16,986	+1.8	17,291	+0.1	<b>17,463</b>
<b>Total</b>	<b>73,291</b>	<b>+2.0</b>	<b>74,754</b>	<b>+1.8</b>	<b>76,104</b>	<b>+1.5</b>	<b>77,253</b>

- 6.2 It has been noted that the number of active members in the Pension Fund continues to increase. Of the 751 new starters in the last quarter, 516 were employed by North Yorkshire County Council, which is disproportionately high. This is primarily due to an increase in zero and minimal hours contracts being issued by that employer; each of these contracts is then reported as one active member. An analysis based on FTE numbers will be presented at the Pension Fund Committee meeting in May 2014.
- 6.3 The reduction in the rate of staff leaving with deferred benefits appears to be the result of a timing issue on leaver information provided by North Yorkshire County Council. This matter is being addressed.
- 6.4 The active membership numbers and associated movements for the quarter ending 31 December 2013 are set out by employer within **Appendix 4**. An analysis of retirements by employer is provided at **Appendix 5**.

## **7.0 Communications Strategy 2014/15**

- 7.1 Each of the Local Government Pension Scheme (LGPS) Funds in England and Wales is required to publish a Statement under the LGPS (Amendment) (No 2) Regulations 2005 relating to the Communications Strategy for the Fund. The NYPF strategy for 2014/15 is currently being developed for presentation to Pension Fund Committee at the next meeting.
- 7.2 In recent years the Fund has moved from manual, paper-based, face-to-face methods of communication to less labour intensive but more effective strategies focusing on call-handling, e-communication and self-service facilities.
- 7.3 Major achievements previously have been to replace 90% of paper Annual Benefits Statements with an on-line version and to set up the Pensions Helpline, which achieves customer satisfaction ratings of 95%. In 2013/14, over 12,000 self-service users were registered and the software was upgraded to offer a more user-friendly experience while gathering better data.
- 7.5 The Fund has also improved the Retired Members' area of the website and, as part of this, provided a platform for pensioners to communicate directly with the Pensioners' Representative on the Advisory Panel.
- 7.6 The Fund will continue to develop communications and member engagement in a similar vein, and the final 2014/15 NYPF Communications Strategy will be presented at the next meeting of the Pension Fund Committee.

## **8.0 Member Training**

- 8.1 The Member Training Record showing the training undertaken over the year to December 2013 is attached as **Appendix 6**.
- 8.2 Upcoming courses, seminars and conferences available to Members are set out in the schedule attached as **Appendix 7**.

8.3 These events provide a valuable source of knowledge and advice from speakers who are experts in their field, while keeping Members informed of the latest developments within the LGPS. Please contact Andrew Brudenell (01609 532386 or [andrew.brudenell@northyorks.gov.uk](mailto:andrew.brudenell@northyorks.gov.uk)) for further information or to reserve a place on an event.

## 9.0 Meetings Timetable

9.1 Attached as **Appendix 8** is the latest update of the timetable for forthcoming meetings of the Committee and Investment Manager meetings.

## 10.0 RECOMMENDATIONS

10.1 That Members approve the 'Be Independent' admission agreement request.

10.2 That Members approve the '*Explore Libraries and Archives*' admission agreement request.

GARY FIELDING  
Treasurer  
Central Services  
County Hall  
Northallerton

## LATEST POSITION RE ADMISSION AGREEMENTS

ADMISSION AGREEMENT	CURRENT POSITION AND ACTION TO BE TAKEN, IF APPLICABLE
Yorkshire Housing Group	<b>Following a review of the updated funding position it has been agreed that Yorkshire Housing will continue to provide a bond but at a reduced value.</b>
Welcome to Yorkshire	<b>Discussions are on-going as to whether the employer is prepared to provide a form of security to mitigate the increased deficit contribution requirement identified through the 2013 Triennial Valuation.</b>
OCS Group UK Ltd – providing parking meter collection services for City of York Council	<b>An admission agreement is needed for one member of staff to have continued access to the LGPS. A draft admission agreement has been circulated to the parties. The documentation has been agreed but the contractor has, to date, not signed the admission agreement.</b>
<b>City of York Council Libraries and Archives Services</b>	<b>A social enterprise model has been chosen by City of York Council to provide library and archive services and the new organisation will be known as ‘Explore Libraries and Archives’. A separate Appendix covers this potential admission agreement as the North Yorkshire Pension Fund Admission and Termination Policy requires that admission agreements relating to ‘Community Admission Bodies’ must be approved by the Pension Fund Committee.</b>
<b>City of York Community Equipment Loan and Telecare Alarm Service (CELTAS)</b>	<b>A social enterprise model has been chosen by City of York Council to provide the Equipment Loan and Telecare Alarm Service from 1 April 2014. This service provides ‘life enhancing equipment to promote independence for vulnerable people’. A separate report covers this potential admission agreement as the North Yorkshire Pension Fund Admission and Termination Policy requires that admission agreements relating to ‘Community Admission Bodies’ must be approved by the Pension Fund Committee.</b>

## LATEST POSITION RE ACADEMY CONVERSIONS

ACADEMY NAME	STATUS
Harrogate Grammar School (NYCC)	School converted to an academy on 1/3/2011
Skipton Girls' High School (NYCC)	School converted to an academy on 1/4/2011
Manor Church of England Academy (City of York)	School converted to an academy on 1/4/2011
Archbishop Holgate's School (City of York)	School converted to an academy on 1/5/2011
South Craven School (NYCC)	School converted to an academy on 1/5/2011
Norton College (NYCC)	School converted to an academy on 1/5/2011
Rossett School (NYCC)	School converted to an academy on 1/7/2011
St Aidan's Church of England High School (NYCC)	School converted to an academy on 1/8/2011
Great Smeaton Academy Primary School (NYCC)	School converted to an academy on 1/9/2011
Outwood Grange Academy (NYCC)	School converted to an academy on 1/9/2011
Harrogate High School (NYCC)	School converted to an academy on 1/7/2012
The Woodlands Academy (NYCC)	School converted to an academy on 1/4/2013
The Grove Academy (NYCC)	Unit converted to academy status on 1/9/2013
<b>Thomas Hinderwell Primary Academy (NYCC)</b>	<b>School converted to an academy on 1/11/2013</b>
<b>Robert Wilkinson Primary Academy (City of York)</b>	<b>School converted to an academy on 1/12/2013</b>
<b>Haxby Road Primary School (City of York)</b>	<b>School converted to an academy on 1/2/2014</b>

### Potential Admission Agreement – ‘*Be Independent*’

#### Reason for the Request

A social enterprise model has been chosen by City of York Council to provide the Community Equipment Loan and Telecare Alarm Service (CELTAS). This service provides ‘life enhancing equipment to promote independence for vulnerable people’. The new organisation will be called ‘Be Independent’.

An admission agreement would be required to allow continued membership of the LGPS for the 35 members of staff who are currently paying into the Scheme. The new organisation would become a ‘Community Admission Body’.

The North Yorkshire Pension Fund Admission and Termination Policy requires that admission agreements relating to ‘Community Admission Bodies’ must be approved by the Pension Fund Committee.

#### Background to the Changes in Service Delivery

City of York Council CELTAS provides a 24 hour monitoring and response service to approximately 3,000 customers in York. The telecare service has over 1,600 customers who have at least one piece of telecare equipment installed. In 2004/5, the Community Equipment Loan store provided 19,000 pieces of equipment which has seen a year on year increase to 46,046 being provided in 2011/12, this includes health and social care products. This represents a 142% increase over this period.

CELTAS’s services are available to vulnerable adults of any age who would like to feel safer, more protected and independent in their own home. The system also provides numerous benefits for:

- Older, infirm or disabled people;
- Individuals discharged from hospital who require additional support at home
- Those living in high crime areas
- Vulnerable people of any age living alone
- People with sensory impairments.

#### Social Enterprise Model

A social enterprise model has been chosen by City of York Council to provide the Community Equipment Loan and Telecare Alarm Service (CELTAS). The contract would be for a period of 3 years with the option to extend (+1, +1).

The key drivers for considering the transfer of the services to a social enterprise model are:

- There is a major change impacting upon social care services as a result of “personalisation”. The relationship between customers and providers will become more direct, and there will be far more competition between providers. City of York



Council's services will need to change, to become more competitive and to keep up with these developments, if they are to survive and thrive;

- There is a reduction in funding for the public sector, and as a result City of York Council needs to reduce spending and become even more efficient. It is believed that the social enterprise will help meet both aims: modernisation and the reduction of costs. The CELTAS team believe that developing as a social enterprise will help the service, which is highly valued by the people who use it, to survive and develop in a competitive market;
- To mitigate potential risks of the service being outsourced. With the costs increasing year-on-year City of York Council is seeking to take a positive step to keep the whole of this service in the Council's control as they recognise the value to York of keeping the whole service together.

Local authorities have a duty to assess and provide services to meet eligible needs including equipment under The Chronically Sick and Disabled Persons Act 1970 and The National Assistance Act. There are other pieces of legislation that underpin the duty. These services are also strategically vital to the Council as they are considered to be prevention services, which by their very nature support vulnerable people to continue to live independently and safely in their own homes.

City of York Council believes that CELTAS services are best delivered through a social enterprise as it will:

- Make the services more flexible and responsive to client needs;
- Enable new business opportunities to be realised to help secure financial efficiency and sustainability
- Encourage staff working within the new organisation to be more motivated and driven to work harder, smarter and more consistently as they have greater ownership of and involvement with the business;
- Ensure the service is as good as it can be by re-investing its financial surplus in the organisation to fund development of the service, technology and workforce.

Be Independent is to be established as a Community Interest Company (CIC), in the form of a Company Limited by Guarantee. As a CIC we would have the flexibility to offer staff ownership in the form of membership of the enterprise. The Community Interest Company form also provides a degree of regulation and an asset lock. The asset lock ensures that assets are only ever used to deliver the business/social objectives.

Be Independent will also be required to report annually to the CIC regulator to ensure that they are operating in the best interests of the local community. Be Independent's ties to the Council will be strong and permanent. A City of York Council representative will be on the Board of Directors and monthly meetings will be held throughout the term of the contract. By the very nature of the work that Be Independent will carry out it will be vital to the success of Adult Social care.

### **Potential Risks for the Pension Fund**

The main risk is that unfunded liabilities will fall on the North Yorkshire Pension Fund at the time the admission agreement ceases as the liabilities cannot be fully met by the admission body and the original transferring employer (City of York Council) is also unable to make good the shortfall.

The possibility of unfunded liabilities building up may increase if the number of staff participating fell over a short period of time which would reduce the employee and employer contributions being paid into the NYPF. An assessment is, therefore, needed of the likelihood of the transferring staff, currently in the LGPS, continuing to provide this area of service delivery under the chosen model. The admission agreement would be on a closed basis so no new staff would join the LGPS.

LGPS membership under this arrangement would reduce if staff leave or retire and if staff no longer work on the City of York contract. Staff would need to work wholly or mainly on the City of York contract to remain in the LGPS under this admission agreement.

Transferring staff will continue indefinitely to provide the contracted service; however, at the end of the 3 year contract (+1, +1) the Council could procure the service from another provider in which case it would be expected that the staff would transfer to that new provider under TUPE regulations.

Be Independent could win other contracts which could mean staff being deployed on work other than that undertaken for City of York Council; however, the objects of the service mean that any work undertaken by the staff will be consistent with the provision of equipment and telecare services. Staff who do not work wholly or mainly on the City of York contract could no longer participate in the LGPS Scheme under this admission agreement, so could no longer contribute if they moved away from working on the City of York contract.

It does look possible that the admission agreement would run for a maximum of 5 years only and it is difficult to predict how many staff currently in the LGPS will remain over the life of the arrangement (and therefore the level of pension contributions which will be paid into the NYPF).

Although assurances have been given regarding the funding of the basic level of services it is still vital that City of York Council provide a guarantee to the admission agreement as there is no evidence that Be Independent would be able to cover any unfunded liabilities at the end of the admission agreement.

### **Commitment to be made by City of York Council**

City of York Council will act as guarantor for the duration of the contract and will fund any employer contribution over and above the new organisations' employer contribution rate cap (as yet to be decided).

The Be Independent business will be monitored monthly by the Adult Social Care Commissioning team. Clear performance indicators are being drawn up and a contract will be in place to ensure that Be Independent is performing to the required level. The Assistant Director for Provision, Commissioning and Modernisation will be ultimately responsible for ensuring that the business complies with all aspects of the contract.

If the social enterprise failed the staff would transfer back to City of York Council if an alternative provider could not be procured.

It is not possible to predict the long-term success of the social enterprise model, nor can a view be taken on whether there will be radical changes in the national policies, framework or legislation under which the new arrangement will operate and any impact such changes may have of City of York Council's responsibilities. The strength of City of York Council's assurance does, however, indicate that everything necessary will be done to safeguard the Pension Fund under any potential admission agreement for the life of the admission agreement and on termination.

### **Actuarial and Legal Work**

An assessment has been made by the legal adviser to NYPF, Ward Hadaway, of whether the model chosen would permit the creation of an admission agreement. They have confirmed that an admission agreement would be appropriate, given the intended legal identity of the organisation.

City of York Council has been provided with the employer contribution rate information calculated by Mercer based on the group of staff currently paying into the LGPS.

### **Recommendations**

Given the assurances provided by City of York Council, that Members approve the request.

### **Potential Admission Agreement – ‘Explore Libraries and Archives’**

#### **Reason for the Request**

A social enterprise model has been chosen by City of York Council to provide library and archive services and the new organisation will be known as ‘Explore Libraries and Archives’. An admission agreement would be required to allow continued membership of the LGPS for the 78 members of staff who are currently paying into the Scheme. The new organisation would become a ‘Community Admission Body’.

The North Yorkshire Pension Fund Admission and Termination Policy requires that admission agreements relating to ‘Community Admission Bodies’ must be approved by the Pension Fund Committee.

#### **Background to the Changes in Service Delivery**

The City of York Council Plan sets out an ambition to engage the voluntary sector in the provision of Council services and specifically to pursue alternative delivery models for cultural services. York has also signed up to the Co-operative Council movement in order to empower employees who wish to take a greater stake in their work through the establishment of social enterprises to deliver services. Explore Libraries and Archives is being set up in this context to deliver all the Council’s libraries and archives services.

The service will fulfil the Council’s statutory duty under the Public Libraries and Museums Act 1964 which states that: It shall be the duty of every library authority to provide a comprehensive and efficient library service for all persons desiring to make use thereof. Whilst Explore Libraries and Archives will deliver the service the statutory responsibility remains with the Council. Explore Libraries and Archives is a Community Benefits Society with exempt charitable status. The proposed asset lock and exempt charity status mean that it will not be operating "for the purposes of gain".

The Council will enter into a five year contract for the provision of services with Explore Libraries and Archives to deliver the service. This will include a performance specification with agreed objectives and performance monitoring. There is no option for extension of the contract: At the end of this period the Council will take a procurement decision with regard to letting a new contract / renewal based on an assessment of the market for provision of such services at that time.

A strong partnership will be maintained between the Council and Explore Libraries and Archives to ensure delivery of shared outcomes, for example to create new, joint delivery arrangements through the creation of “community hubs”.

The great majority of Explore Libraries and Archives funding will continue to be provided by the Council. Annual payments by the Council over the 5 years as follows: £2,504,210 in year 1 and £2,454,210 in years 2 to 5. Cabinet previously agreed to fund Explore at a fixed level based on the current budget less £150k of savings in 14/15 and a further £50k in 15/16 (in addition to the £250k of savings delivered by the service in 13/14) . These amounts are fixed under the contract.

Variations can only be made in respect of any renegotiation of support services bought from the Council by Explore Libraries and Archives. With this guaranteed funding Explore Libraries and Archives will be able to continue to have a fully professional service.

### Potential Risks for the Pension Fund

The main risk is that unfunded liabilities will fall on the North Yorkshire Pension Fund at the time the admission agreement ceases as the liabilities cannot be fully met by the admission body and the original transferring employer (City of York Council) is also unable to make good the shortfall.

The possibility of unfunded liabilities building up may increase if the number of staff participating fell over a short period of time which would reduce the employee and employer contributions being paid into the NYPF. An assessment is, therefore, needed of the likelihood of the transferring staff, currently in the LGPS, continuing to provide this area of service delivery under the chosen model. LGPS membership under this arrangement would reduce if staff leave and are not replaced, if new staff do not join the LGPS or if staff no longer work on the City of York contract. Staff would need to work wholly or mainly on the City of York contract to remain in the LGPS under this admission agreement.

The admission agreement would be on an open basis so new staff, replacing staff who leave or retire, will be given access to the LGPS. It has been stated that volunteers will be used to enhance the base level of service. There is no indication that existing staff will be replaced by volunteers during the five year period of the initial arrangement.

Below is a summary of the transferring staff who will be carrying out specific roles within Explore Libraries and Archives who are currently in the LGPS

Job Title	Number of Posts	Average Age
Manager	15	55
Leader/Supervisor	9	51
Librarian	6	43
Archivist	2	46
Advisor	36	47
Café Staff	3	35
Caretaking Staff	2	44
Saturday Assistant	4	35
Apprentice	1	20
<b>Total Posts / Average Age</b>	<b>78</b>	<b>47</b>

The plan is that transferring staff will continue indefinitely to provide the contracted service; however, at the end of the 5 year contract the Council could procure the service from another provider in which case it would be expected that the staff would transfer to that new provider under TUPE regulations. The admission agreement would cease at the end of the 5 year term if an alternative provider was chosen.

Explore Libraries and Archives could win other contracts which could mean staff being deployed on work other than that undertaken for City of York Council. A business plan has been developed to drive a growth strategy which will enable the development of additional services. Staff who do not work wholly or mainly on the City of York contract could no longer participate in the LGPS Scheme under this admission agreement and could no longer contribute if they moved away from working on the City of York contract.

It does look possible that the admission agreement would run for 5 years only and it is difficult to predict how many staff currently in the LGPS will remain over the life of the arrangement (and therefore the level of pension contributions which will be paid into the NYPF).

Although assurance have been given regarding the funding of the basic level of services (including retaining the paid staff providing those services) it is still vital that City of York Council provide a guarantee to the admission agreement as there is no evidence that Explore Libraries and Archives would be able to cover any unfunded liabilities at the end of the admission agreement.

### **Commitment to be made by City of York Council**

City of York Council will enter into a guarantee agreement with respect to the pension liabilities of Explore Libraries and Archives.

There will be continued monitoring of the service delivery by City of York Council. Management accounts will be provided to the Council by Explore Libraries and Archives six monthly. The officer responsible for monitoring will be the Assistant Director (Communities, Culture and Public Realm). Six monthly reports will be made to the Council's Learning and Culture Scrutiny Committee on the performance of Explore Libraries and Archives.

If the social enterprise failed the staff would transfer back to City of York Council if an alternative provider could not be procured. It is not possible to predict the long-term success of the social enterprise model, nor can a view be taken on whether there will be radical changes in the national policies, framework or legislation under which the new arrangement will operate and any impact such changes may have of City of York Council's responsibilities.

The strength of City of York Council's assurance does, however, indicate that everything necessary will be done to safeguard the Pension Fund under any potential admission agreement for the life of the admission agreement and on termination.

### **Actuarial and Legal Work**

An assessment has been made by the legal adviser to NYPF, Ward Hadaway, of whether the model chosen would permit the creation of an admission agreement. They have confirmed that an admission agreement would be appropriate, given the intended legal identity of the organisation.

City of York Council has been provided with the employer contribution rate information calculated by Mercer based on the group of staff currently paying into the LGPS.

### **Recommendations**

Given the assurances provided by City of York Council, that Members approve the request.

Table Showing Change in Active Membership and Opt Out Numbers by Employer.

Employer	Number of active posts			Change During 2013/14	Opt Out inc in change	Change %
	31/03/2012	31/03/2013	31/12/2013			
<b><i>Councils</i></b>						
City of York Council	4,423	4,527	4,800	273	77	6.03
Craven DC	182	187	188	1		0.53
Hambleton DC	379	424	358	-66		-15.57
Harrogate BC	1,032	1,014	1,014	0	6	0.00
North Yorkshire CC	16,435	17,336	18,842	1,506	98	8.69
Richmondshire DC	186	165	213	48		29.09
Ryedale DC	231	212	222	10	1	4.72
Scarborough BC	583	526	544	18	1	3.42
Selby DC	199	195	206	11	1	5.64
<b>Sub Total</b>	<b>23,650</b>	<b>24,586</b>	<b>26,387</b>	<b>1,801</b>	<b>184</b>	<b>7.33</b>
<b><i>Police and Crime Commissioner, Fire, Probation Services and National Park Authorities</i></b>						
North Yorkshire PCC	1,000	1,001	1,046	45	5	4.50
NY Fire & Rescue	114	109	104	-5		-4.59
NY Moors National Park	122	122	128	6		4.92
NY Probation Service	207	203	211	8	1	3.94
Y'shire Dales Nat Park	121	125	122	-3		-2.40
<b>Sub Total</b>	<b>1,564</b>	<b>1,560</b>	<b>1,611</b>	<b>51</b>	<b>6</b>	<b>3.27</b>
<b><i>Town &amp; Parish Councils</i></b>						
Easingwold TC	2	2	2	0		0.00
Filey Town Council	2	2	2	0		0.00
Foss Int Drge Board	7	7	7	0		0.00
Fulford Parish Council	8	8	9	1		12.50
Glusburn PC	2	1	1	0		0.00
Great Ayton PC	1	1	1	0		0.00
Haxby Town Council	2	4	3	-1		-25.00
Hunmanby PC	1	1	2	1		100.00
Kirkbymoorside TC	2	0	0	0		0.00
Knaresborough TC	2	3	3	0		0.00
Malton Town Council	3	3	3	0		0.00
Marston Moor Dnge Brd	3	3	3	0		0.00
Northallerton TC	7	5	5	0		0.00
Norton on Derwent TC	2	2	2	0		0.00
Northallerton/Romanby Burial Bd	2	2	2	0		0.00
Pickering Town Council	2	2	2	0		0.00
Riccall Parish Council	1	1	1	0		0.00
Richmond Town Council	2	1	1	0		0.00
Ripon City Council	4	4	6	2		50.00
Selby Town Council	6	7	7	0		0.00
Skipton Town Council	7	8	7	-1		-12.50
Sutton in Craven PC	3	2	2	0		0.00
Tadcaster Town Council	0	0	2	2		0.00
Thornton Int Dnge Brd	1	1	1	0		0.00
Whitby Town Council	4	4	4	0		0.00
<b>Sub Total</b>	<b>76</b>	<b>74</b>	<b>78</b>	<b>4</b>	<b>0</b>	<b>5.41</b>
<b><i>Colleges &amp; Universities</i></b>						
Askham Bryan College	165	170	195	25		14.71
Craven College	211	193	202	9		4.66
Scarborough VI Form	34	43	52	9	1	20.93
Selby College	111	120	124	4		3.33
University of Hull	74	82	99	17	4	20.73
York College	295	311	343	32	1	10.29
York St John Uni	322	370	377	7	1	1.89
<b>Sub Total</b>	<b>1,212</b>	<b>1,289</b>	<b>1,392</b>	<b>103</b>	<b>7</b>	<b>7.99</b>



Employer	31/03/2012	31/03/2013	31/12/2013	Change During 2013/14	Opt Out inc in change	Change %
<b><u>Admitted Bodies</u></b>						
Catering Academy Ltd	0	0	5	5		N/A
Chartwells Compass	7	6	4	-2		-33.33
Churchill Security	0	0	3	3		N/A
Community Leisure	3	2	2	0		0.00
Craven Housing	37	32	31	-1		-3.13
Derwent Facilities Management	0	1	0	-1		-100.00
Elite	1	1	1	0		0.00
Enterprise	16	15	15	0		0.00
Future Cleaning	0	1	0	-1		-100.00
Grosvenor FM	8	8	8	0		0.00
Human Support Group	0	27	26	-1		-3.70
Inspace	17	0	0	0		0.00
ISS Mediclean Ltd	78	72	68	-4		-5.56
Interserve	0	2	1	-1		-50.00
Jacobs UK Ltd	22	21	21	0		0.00
Joseph Rowntree Trust	14	13	12	-1	1	-7.69
Mellors	11	11	4	-7		-63.64
Northern Care	0	0	2	2		N/A
NYBEP	1	1	1	0		0.00
Premier Support Services	0	0	3	3		N/A
Ringway	132	137	134	-3		-2.19
Richmondshire Leisure	19	14	13	-1		-7.14
Scarbro' Museums Trust	4	4	3	-1		-25.00
Sheffield International Venues	0	28	26	-2		-7.14
Springfield Home Care	0	3	3	0		0.00
Superclean	3	3	3	0		0.00
Veritau Ltd	31	31	33	2		6.45
Veritau North Yorkshire	0	6	6	0		0.00
Wigan Leisure/Culture	43	27	19	-8		-29.63
York Archaeological Tst	2	2	2	0		0.00
York Museums/Gallery	74	96	108	12	5	12.50
Yorkshire Coast Homes	87	99	107	8		8.08
Yorkshire Housing Ltd	108	101	96	-5		-4.95
Yorkshire Tourist Brd	11	6	6	0		0.00
<b>Sub Total</b>	<b>729</b>	<b>770</b>	<b>766</b>	<b>-4</b>	<b>6</b>	<b>-0.52</b>
<b><u>Academies</u></b>						
Archbishop Holgate's School	57	55	53	-2		-3.64
Great Smeaton Academy Primary School	3	2	1	-1		-50.00
The Grove Academy	0	0	6	6		N/A
Harrogate Grammar School	83	152	173	21	3	13.82
Harrogate High School	0	51	50	-1	5	-1.96
Manor Church of England Academy	27	56	55	-1		-1.79
Norton College	42	56	58	2		3.57
Outwood Grange Academy	26	36	33	-3		-8.33
Rossett School	51	55	56	1		1.82
Skipton Girls High School	32	35	26	-9		-25.71
South Craven School	101	107	115	8		7.48
St Aidan's C of E High School	117	151	145	-6		-3.97
The Woodlands Academy	0	0	39	39		N/A
<b>Sub Total</b>	<b>539</b>	<b>756</b>	<b>810</b>	<b>54</b>	<b>8</b>	<b>7.14</b>
<b>Total</b>	<b>27,770</b>	<b>29,035</b>	<b>31,044</b>	<b>2,009</b>	<b>211</b>	<b>6.92</b>

**NORTH YORKSHIRE PENSION FUND**  
**Cumulative Total of Retirements from 1 April 2013 to 31 December 2013**

<i>Employer</i>	<i>Normal</i>	<i>Ill-Health</i>		<i>Efficiency/ Redundancy /Employers Consent</i>	<i>Total</i>
		<i>Actuarial Assumption</i>	<i>Actual</i>		
007 - Scarborough Borough Council	10	1	1	4	15
009 - Hambleton District Council	3	1	1	2	6
010 - Ryedale District Council	4	1	-	-	4
011 - Harrogate Borough Council	18	2	3	7	28
012 - Richmondshire District Council	3	1	-	1	4
013 - Selby District Council	2	1	-	1	3
014 - Craven District Council	2	1	-	-	2
016 - York St John University	3	-	-	-	3
017 - York Archaeological Trust	1	-	-	-	1
020 - City of York Council	47	7	6	34	87
021 - North Yorkshire Probation Service	3	1	-	1	4
025 - North Yorkshire County Council	175	22	2	51	228
040 - Joseph Rowntree Charitable Trust	1	-	-	-	1
042 - North Yorkshire PCC	6	2	-	5	11
051 - North Yorkshire Fire and Rescue	1	1	1	5	7
052 - North Yorkshire Moors National Park	2	-	-	1	3
055 - University of Hull	1	-	-	-	1
057 - Yorkshire Housing	1	-	-	-	1
061 - Askham Bryan College	3	-	-	3	6
062 - Craven College	2	-	-	-	2
065 - Selby College	1	-	-	-	1
070 - Pickering Town Council	1	-	-	-	1
074 - York College	2	1	1	-	3
076 - York Museums Trust	1	-	-	-	1
077 - Craven Housing	-	1	1	-	1
080 - Yorkshire Coast Homes	3	-	-	-	3
087 - Scarborough Museums Trust	-	-	-	1	1
090 - Veritau Ltd	1	-	-	-	1
091 - Wigan Leisure and Culture Trust	1	-	-	-	1
097 - ISS	1	-	-	-	1
098 - Harrogate Grammar School	1	-	-	-	1
101 - Skipton Girls High School	3	-	-	-	3
102 - South Craven School	-	2	2	-	2
103 - Archbishop Holgate's School	1	-	-	-	1
104 - Norton College	-	-	-	1	1
107 - St Aidan's C of E High School	1	-	-	-	1
108 - Outwood Grange Academy	1	-	-	1	2
110 - Ringway	2	1	1	-	3
113 - Harrogate High School	1	-	-	-	1
118 - Sheffield International Venues	1	-	-	-	1
121 - Northern Care	1	-	-	1	2
Others	-	5	-	-	-
<b>Totals</b>	<b>(69%) 311</b>	<b>51</b>	<b>(4%) 19</b>	<b>(27%) 119</b>	<b>449</b>
<b>Quarterly Analysis</b>					
Quarter 1	85		6	42	133
Quarter 2	140		8	46	194
Quarter 3	86		5	31	122
Quarter 4	-		-	-	-
<b>Totals</b>	<b>311</b>	<b>N/A</b>	<b>19</b>	<b>119</b>	<b>449</b>

## Pension Fund Committee Training Record

Date	Title or Nature of Course	Sponsor / Organiser	Venue	Bateman B	Blackie J	De Courcey-Bailey M	Harrison-Topham R	Mulligan P	Swiers H	Weighell J	Clark J	Williams D	Cross S
22 Feb 2013	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
28 Feb - 01 Mar 2013	Investment Seminar	LGC	Chester	✓	✓								
6-8 Mar 2013	Investment Conference	NAPF	Edinburgh	✓									
20 Mar 2013	Global Investment Conference	BNY Melon	London			✓		✓					
20-22 May 2013	Local Authority Conference	NAPF	Cotswold Water Park	✓	✓								
11 July 2013	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
05-06 Sept 2013	Investment Summit	LGC	Celtic Manor, Newport	✓	✓								
13 Sept 2013	Triennial Valuation	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
20 Sept 2013	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
29-30 Sept 2013	Pension Trustees Circle	SPS	Harrogate	✓									
02-03 Oct 2013	Local Authority Seminar	Baillie Gifford	Edinburgh	✓	✓	✓		✓	✓	✓			
16-18 Oct 2013	Annual Conference	NAPF	Manchester	✓									
25 Oct 2013	Investment Strategy Workshop	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
22 Nov 2013	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓		✓	✓		✓		
04-06 Dec 2013	Annual Conference	LAPFF	Bournemouth		✓						✓		
16 Jan 2014	Investment Strategy Workshop	NYCC	County Hall	✓		✓	✓	✓		✓	✓		

## UPCOMING TRAINING AVAILABLE TO MEMBERS

<i>Provider</i>	<i>Course or Conference Title</i>	<i>Date(s)</i>	<i>Location</i>	<i>Theme / Subjects Covered</i>
NAPF	Investment Conference	05 <sup>th</sup> - 07 <sup>th</sup> March 2014	Edinburgh	The Cost of Intelligent Investment Asset Class Selection The OECD Pensions Roadmap Geo-Political Risk The Role of Pension Funds in the Economy
Aon Hewitt	Pension Conference	04 <sup>th</sup> March 2014 11 <sup>th</sup> March 2014 18 <sup>th</sup> March 2014 27 <sup>th</sup> March 2014 01 <sup>st</sup> May 2014 07 <sup>th</sup> May 2014 04 <sup>th</sup> June 2014	London Manchester London Leeds Edinburgh Birmingham London	<i>'Achieving Better Pension Outcomes'</i>
NAPF	Local Authority Conference	19 <sup>th</sup> - 21 <sup>st</sup> May 2014	Gloucestershire	Programme to be Confirmed
LGC	Investment Summit	09 <sup>th</sup> - 10 <sup>th</sup> September 2014	Newport	Various Investment Related Topics
NAPF	Annual Conference and Exhibition	15 <sup>th</sup> - 17 <sup>th</sup> October 2014	Liverpool	Annual Conference

## PENSION FUND COMMITTEE TIMETABLE FOR MEETINGS 2014 and 2015

<i>Meeting Date</i>	<i>Venue &amp; Time</i>	<i>Regular</i>	<i>Fund Managers</i>
21 February 2014	10:00–13:00 Grand Committee Room	<b>Investment Manager Meetings</b>	Fidelity, Dodge & Cox
22 May 2014	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Member and Employer issues Budget & Statistics Performance of the Portfolio Q4 Fund Manager Matters	
23 May 2014	10:00–14:00 Grand Committee Room	<b>Investment Manager Meetings</b>	2/3 Managers (TBC)
10 July 2014	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Statement of Final Accounts 2013/14 Governance of the Fund	
18 September 2014	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Member and Employer Issues Annual Report 2013/14 Budget & Statistics Performance of the Portfolio Q1 Fund Manager Matters	
19 September 2014	10:00–14:00 Grand Committee Room	<b>Investment Manager Meetings</b>	2/3 Managers (TBC)

<i>Meeting Date</i>	<i>Venue &amp; Time</i>	<i>Regular</i>	<i>Fund Managers</i>
21 November 2014	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Member and Employer issues Budget & Statistics Performance of the Portfolio Q2 Fund Manager Matters	
TBC	10:00–14:00 Grand Committee Room	<b>Investment Manager Meetings</b>	2/3 Managers (TBC)
26 February 2015	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Member and Employer issues Budget & Statistics Performance of the Portfolio Q3 Fund Manager Matter	
27 February 2015	10:00–14:00 Grand Committee Room	<b>Investment Manager Meetings</b>	2/3 Managers (TBC)
21 May 2015	10:00–14:00 Grand Committee Room	<b>Pension Fund Committee</b> Member and Employer issues Budget & Statistics Performance of the Portfolio Q4 Fund Manager Matters	
22 May 2015	10:00–14:00 Grand Committee Room	<b>Investment Manager Meetings</b>	2/3 Managers (TBC)