

NORTH YORKSHIRE COUNTY COUNCIL

PENSION FUND COMMITTEE

22 MAY 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) Communications Strategy 2014/15 | (see section 4) |
| (d) Councillors' Pensions | (see section 5) |
| (e) Membership Analysis | (see section 6) |
| (f) Administration Performance | (see section 7) |
| (g) Actuarial Services Contract | (see section 8) |
| (h) Collaboration Activity | (see section 9) |
| (i) Member Training | (see section 10) |
| (j) Meetings Timetable | (see section 11) |

2.0 Admission Agreements

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

2.2 This list now reflects the two City of York related admission agreements signed off at the PFC meeting on 20 February 2014 with the updates in bold.

3.0 LGPS 2014

3.1 The Local Government Pension Scheme Regulations 2013 were laid before Parliament on 19 September 2013 and came into force from 1 April 2014.

3.2 The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014, which supplement the main regulations from 1 April 2014, were laid on 10 March 2014.

- 3.3 The Transitional Regulations were made available at the very last moment, and they comprise a number of previously unexpected and extremely complex changes to the Scheme.
- 3.4 A further impact of the Transitional Regulations is that the pensions administration software has yet to be updated to reflect these latest changes to Scheme rules. Also, key parts of the on-line self-service functionality are currently unavailable to Fund members.
- 3.5 Nevertheless, it is expected that it will be reported to the next meeting of the Committee that the changes have been embedded and the new scheme has achieved 'business as usual' status.

4.0 The Communications Strategy 2014/15

- 4.1 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 attached at **Appendix 2**.
- 4.2 The strategy is designed to assist with the challenge of LGPS 2014 in a number of ways by further establishing
- self-service provision
 - the targeting of key messages
 - collaborative working with employers, and
 - collaborative working regionally and nationally to share good practice and eliminate duplication of effort
- 4.3 Members' attention is particularly drawn to the five bullet points in the 'Introduction' on page 3 of the document, where the approach for this year is summarised.

5.0 Councillors' access to the Local Government Pension Scheme

- 5.1 The Transitional Regulations (see 3.1 above) set the timetable for the phasing out of councillors' membership of the LGPS in England.
- 5.2 Councillors will cease to be members of the scheme at the end of the term of office they were serving as of 1 April 2014. Thus, for example, councillors standing for re-election in May 2014 will cease to be members in May 2014 even if they are re-elected to a new term of office.
- 5.3 When a councillor ceases to be an active member of the scheme, he/she will be able to make an election to draw pension benefits on or after age 60, even if he/she is immediately re-elected.
- 5.4 All councillors in the North Yorkshire Pension Fund have been notified individually of the situation as it affects them.

6.0 Membership Analysis

6.1 The main membership categories have increased in number during 2013/14.

Membership type	31 March 2013	31 March 2014
Active members	29,035	31,500
Deferred members	27,501	29,490
Pensioner members	14,399	15,188

6.2 The following table indicates the volumes behind the headline figures.

Movement type	Number during 2013/14
New starters	3,619
Retirements (inc. deferred beneficiaries into payment)	1,039
Deaths of those in receipt of pension	271

6.3 The number of active members of the Pension Fund continues to increase, and the majority of the increase is attributable to North Yorkshire County Council. It was accepted at the PFC meeting in February 2014 that these numbers represent NYPF records rather than NYCC Full Time Equivalent (FTE) Posts.

6.4 A breakdown of active membership by Employing authority (as well as NYCC membership numbers expressed in FTE terms) can be found at **Appendix 3**. During 2013-14, there was an increase in NYCC active membership of 10 FTE's. Although total FTE numbers for NYCC fell in 2013/14 by approximately 1% the small increase in pensionable FTE numbers is attributable to the impact of auto-enrolment.

6.5 An analysis of retirements by employing authority and by retirement type can be found at **Appendix 4**.

7.0 Administration Performance

7.1 Administration performance in 2013/14 remained very good throughout, although the upgrade of computer system and the preparation for LGPS 2014 has affected the ability to meet some of the new performance indicators.

7.2 This table summarises the level of performance achieved;

	Criteria	Target	Achievement
1	Measured work achieved within best practice target	98%	98.3%
2	Customers surveyed ranking service good or excellent	94%	97.8%
3	Employers surveyed reporting that the support they receive from NYPF meets their needs	90%	95.2%
4	Reduce reliance on customer helpline	29%	58.0%
5	Increase numbers of registered self-service users	13,000	2,865
6	Review approaches to scheme member communications	13/14 Strategy agreed by PFC	Achieved June 2013
7	Complete production and roll out of Annual Benefit Statements	End of September 2013	End of September 2013
8	Working days lost per FTE to sickness absence	6	3.4

7.3 Before the implementation of Altair (the new pensions administration computer system), performance indicator number 5 was comfortably on target. However, while the new system brought new, improved self-service facilities, all users had to be de-activated and have had to re-register, so the total is building up again from scratch.

7.4 Performance indicator number 4 has also missed its target. The pensions administration team has been measuring the shift in customer use from the helpline to the self-service facility on the website. However, website hits reduced due to the change to Altair, and phone calls increased due to a number of factors including:

- queries regarding re-registering and achieving on-line access
- queries relating to the new scheme rules, and
- an overflow of pension payroll queries

7.5 A full report on the benchmarking results will be provided at the September 2014 meeting of the PFC.

7.6 Where responses of less than 'Good or Excellent' were received either from Fund members or Fund employing authorities (Performance Indicators 2 and 3), they were followed up and any issues quickly resolved and learning captured.

8.0 Actuarial Services contract

- 8.1 Following a collaborative effort between several LGPS funds, the “National LGPS Framework for Actuarial and Benefit Consultancy Services” was launched last year. This allows LGPS funds to undertake an abbreviated procurement process at a significantly reduced cost compared to the alternative OJEU procurement process.
- 8.2 The contract with Mercer for Actuarial Services has been in place since 2008. The Framework provides the opportunity to test the market, which is likely to have changed significantly.
- 8.3 Officers are at the initial stages of re-procuring actuarial services using the Framework agreement. The new contract is expected to be in place later this year.

9.0 Collaboration activity

- 9.1 It was reported at PFC meeting in February 2014 that 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 and that North Yorkshire Pension Fund had been included on a shortlist of six.
- 9.2 Lincolnshire Pension Fund has since announced that NYPF has not been included on the final shortlist of three. The main reason for this is that NYPF’s pension payroll service is provided by a separate payroll system rather than the module within Altair.
- 9.3 The exercise has, however, been a useful one and has led to a closer relationship between NYPF and Lincolnshire Pension Fund. In addition, discussions have taken place with East Riding of Yorkshire Council about opportunities to share and learn from each other. There are several areas to follow up from both an administration and an investment perspective. A brief verbal update will be available should Members wish to explore this issue further.

10.0 Member Training

- 10.1 The Member Training Record showing the training undertaken over the year to March 2014 is attached as **Appendix 5**.
- 10.2 Upcoming courses, seminars and conferences available to Members are set out in the schedule attached as **Appendix 6**.
- 10.3 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) for further information or to reserve a place.

11.0 Meetings Timetable

- 11.1 Attached as **Appendix 7** is the latest update of the timetable for forthcoming meetings of the Committee and Investment Manager meetings.

12.0 RECOMMENDATIONS

12.1 That Members note the contents of this report.

GARY FIELDING
Treasurer
Central Services
County Hall
Northallerton

13 May 2014

LATEST POSITION RE ADMISSION AGREEMENTS

ADMISSION AGREEMENT	CURRENT POSITION AND ACTION TO BE TAKEN, IF APPLICABLE
City of York Council Libraries and Archives Services	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 report covered 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. An admission agreement was signed on 1 May 2014.
City of York Community Equipment Loan and Telecare Alarm Service (CELTAS)	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 covered 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. An admission agreement was signed on 1 April 2014.

ACADEMY	STATUS
Woodlands School (NYCC)	School converted to an academy on 1/4/2013
Harrogate Pupil Referral Unit (NYCC)	Unit converted to academy status on 1/9/2013
Hinderwell Primary School (NYCC)	School converted to an academy on 1/11/2013
Robert Wilkinson Primary School (City of York)	School converted to an academy on 1/12/2013
Haxby Road Primary School (City of York)	School converted to an academy on 1/2/2014



North Yorkshire Pension Fund

North Yorkshire Pension Fund Communications Strategy

2014 / 2015

Index

Section	Page
Introduction	3
Goals	4
Stakeholders	5
Summary of progress against 2013/14 Strategy	6
Items for Action in 2014/15	7

Introduction

The Local Government Pension Scheme (LGPS) underwent a fundamental change on 1 April 2014, from a final salary pension scheme to a career average pension scheme. Through its communications strategy, the NYPF has been building towards this moment and preparing all its stakeholders for the change. In 2014/2015, NYPF's strategy will reflect the changing needs of stakeholders throughout the transition period as the new landscape is established by the following means:

- continuing to raise awareness of the benefits of the new scheme generally amongst stakeholders, while going into much greater detail with those Fund members who are approaching and planning their retirement
- establishing a communications framework that provides timely, pertinent messages which are meaningful for the different groups of stakeholders and will often be communicated in partnership with NYPF employing authorities
- continuing the drive to encourage 'self-service', to use electronic communications and to use the NYPF website as the 'hub' for providing communications material, and for supporting employing authorities with employee processes around auto-enrolment and switching to and from the new 50/50 scheme
- monitoring the cost-effectiveness of all communication, and developing our activities accordingly
- continuing our commitment to regional and national initiatives, taking advantage of partnership working and innovative communication methods developed and tested elsewhere, and sharing our own experience in return

The theme for this year's NYPF Communications Strategy, therefore, will be **'Establishing the new communication framework to support the new LGPS'**.

Goals

Goals have been set in relation to the categories of LGPS stakeholders.

Theme A – ‘Establishing the new communication framework for active members’:

The aim is to establish a structure, working with employing authorities, which allows the NYPF membership generally to understand the main changes to the LGPS and the continuing / improving benefits, while targeting those close to retirement with information and assistance to help with the range of options now available. A key message will be that the ‘cliff edge’ need no longer be the norm, and that a managed, phased retirement may have benefits for all parties. The NYPF ‘self-service’ facility, housed on the NYPF website, will be key to this aim, but face-to-face appointments will also have a role to play.

Theme B – ‘Establishing the new communication framework for employers’:

The new scheme puts much greater onus on employing authorities, so the intention is to support them to meet those responsibilities. This will be achieved by working directly with their representatives, as well as providing timely, pertinent, issue-specific messages and supporting with on-line initiatives via the NYPF website. The employers’ ability to meet the requirements of the new scheme will be key to its successful introduction, so we have identified the establishment of a more collaborative relationship with employers as a top priority.

Theme C – ‘Establishing the new communication framework for pensioners’

Having withdrawn the inappropriate and costly ‘Everybody Benefits’ facility, suggested alternatives, established the Pensioners’ Representative’s website page and issued the new annual newsletter in March, the 2014/15 strategy will focus mostly on active members and employers. However, efforts to further promote retired members’ on-line facilities, as well as pursuing an initiative around better communication with pensioners abroad, are on the agenda.

Theme D – ‘Establishing the new communication framework for deferred members’

The goal will be to put in place methods of communicating the changes for these members and providing guidance on accessing pension benefits early. It is also intended to assess a national initiative to help people who have moved jobs, locations and even industries to find any missing ‘pension pots’ that belong to them.

The action points relating to these goals are set out at the end of this document under ‘Items for Action 2014/2015’.

Review of this Strategy

This Strategy is prepared and considered by the Pension Fund Committee on an annual basis. However, within the spirit of the Pensions Administration Strategy, employers are at liberty, at any time, to suggest improvements to the Communications Strategy of the Fund.

Stakeholders

This Communications Strategy applies to all the NYPF stakeholders who are defined as follows:

- Employers
 - Scheduled Bodies
 - Admitted Bodies
- Scheme Members (including councillor scheme members)
 - Active members (contributors)
 - Retired members and Dependents
 - Deferred members
- Eligible employees working for Fund employers but not currently contributing
- AVC provider (Prudential)
- Actuary
- Legal Adviser
- Pensions Administration Software Provider
- Members of the Pension Fund Committee
- Members of the Advisory Panel
- Officers in the Pension Section
- Other NYCC officers undertaking work on behalf of the Fund

Summary of progress against 2013/14 Strategy

Items in 2013/14 Strategy	Summary of 2013/14 Progress	Year End Status
<p>Theme A ‘Building a new communications framework’ for active members:</p>	<ol style="list-style-type: none"> 1. Identify processes, collaboration with partners, for delivering timely, succinct and pertinent messages. 2. A communication campaign focussing on ‘Your Pensions and Your Retirement – Understanding Your Choices’ 3. A continual drive to encourage the use of the NYPF website to carry out ‘self-service’ calculations and make use of the information on the website. 4. Tailor communication methods in relation to needs of active members based on ability to use the website, how complex their circumstances are and how close a member is to retirement 5. Use of national innovations such as podcasts and DVDs 6. Ties-ins with national websites e.g. national LGPS 2014 website, State Pension age calculator, Money Advice Service Financial Health Check facility 	<p>All targets achieved, other than 2 and 4 which were dependent upon the provision of the delayed Transitional Regs. They are now built in to 2014/15 and progress is now being made.</p>
<p>Theme B ‘Building a new communications framework’ for employers:</p>	<ol style="list-style-type: none"> 1. Use employers’ internal emailing facilities to communicate with active members 2. Agree with employers joint, appropriate, communications regarding the LGPS to go out to Scheme members 3. Issue regular electronic ‘News Alert’ communications to employers to deliver timely, succinct and pertinent messages rather than a regular ‘round-up’ employer newsletter. 4. Obtain employers’ views on developments to the NYPF website which employers will find useful for their own administration purposes 5. Monitor effectiveness of communications methods via regular contact with employers such as ‘keep in touch’ ‘phone calls 	<p>All targets achieved</p>
<p>Theme C ‘Building a new communications framework’ for pensioners:</p>	<ol style="list-style-type: none"> 1. Send out a simplified version of the annual pensioner newsletter (posted to those without access to online methods of communication) 2. Advertise alternatives to ‘Everybody Benefits’ for pensioners via pensioners’ newsletter and NYPF website 3. Encourage e-communications where possible 4. Include specific information on the NYPF website in Pensioner Representative area 	<p>All targets achieved</p>

Items for Action 2014/2015

The focus for this year's Strategy will be '**Establishing the new communication framework**'. Key actions will be –

Theme A – 'Establishing the new communication framework for active members':

- Establish the a process developed last year for providing, in conjunction with employers and other partners such as The Prudential, targeted, regular communications which utilise electronic means wherever possible to deliver timely, succinct and pertinent messages.
- Roll out a communication campaign focussing on 'Your Pensions and Your Retirement – Understanding Your Choices' to provide positive messages about the LGPS and the benefits of planning for retirement at a time when the State Pension age is increasing
- Maintain the drive to encourage the use of the improved NYPF website to carry out 'self-service' calculations, building in the LGPS 2014 changes, and make use of the information on the website.
- Tailor communication methods in relation to needs of active members based on ability to use the website, how complex their circumstances are and how close a member is to retirement, potentially including on site 'surgeries'
- Communicate directly with councillor members of the LGPS about the phased withdrawal of access to the scheme
- Improve the Pension Helpline call management facilities to ensure that Fund members receive prompt and relevant responses
- Develop an on-line version of the feedback form completed by leavers going through the retirement process
- Continue to provide on-line Annual Benefit Statements, with the option for paper if requested
- Continue to benefit from tie-ins with LGA and DCLG websites and others e.g. LGPS 2014 website, State Pension age calculator, Money Advice Service Financial Health Check facility

Theme B – ‘Establishing the new communication framework for employers’:

- Issue regular electronic ‘News Alert’ communications to employers to deliver timely, succinct and pertinent messages rather than a regular ‘round-up’ employer newsletter. The News Alerts will be stored on the NYPF website for future reference by employers
- Work with employers’ to communicate key messages to Fund members in their employment via their internal emailing facilities, chief officer messages and their e-magazines
- Support employers to deliver general communications events and presentations to Fund members in their employment themselves.
- Run extra NYPF OG workshop events, at which employers will be more involved in actively sharing and discussing their experience with LGPS 2014 and learning from each other
- Obtain employers’ views and feedback on developments in NYPF communications methods in order to continually improve what we do

Theme C – ‘Establishing the new communication framework for pensioners’

- Continue with the simplified version of the annual pensioner newsletter, posted to those without access to online methods of communication
- Look to increase the database of email addresses to save further on printing and postage costs
- Maintain the Retired Members’ are of the website, particularly ensuring through collaboration with the Pensioners’ Representative that his page is kept relevant and up to date
- Pursue, in collaboration with NYCC Business Support Services, an alternative method of paying pensioners abroad that builds in more robust continued eligibility checks

Theme D – ‘Establishing the new communication framework for deferred members’

- Communicate the changes in the LGPS 2014 which are relevant to deferred members via a newsletter
- Develop a process for deferred members to access personal calculations of the pension benefits available from age 55 onwards and put in place a process for applying for the payment of pension benefits before age 60, using electronic means as far as possible
- Assess a national initiative to help people who have moved jobs, locations and even industries to find any missing ‘pension pots’ that belong to them
- Continue to provide on-line Annual Benefit Statements, with the option for paper if requested.

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	31/03/2014			
<i>Councils</i>						
City of York Council	4,423	4,527	4,903	376	93	8.31
Craven DC	182	187	194	7		3.74
Hambleton DC	379	424	362	-62		-14.62
Harrogate BC	1,032	1,014	1,058	44	11	4.34
North Yorkshire CC	16,435	17,336	18,959	1,623	135	9.36
North Yorkshire CC FTE Terms	8,218	8,390	8,400	10	N/A	0.12
Richmondshire DC	186	165	217	52		31.52
Ryedale DC	231	212	220	8	1	3.77
Scarborough BC	583	526	557	31	1	5.89
Selby DC	199	195	224	29	16	14.87
Sub Total	23,650	24,586	26,694	2,108	257	8.57
<i>Police and Crime Commissioner, Fire, Probation Services and National Park Authorities</i>						
North Yorkshire PCC	1,000	1,001	1,062	61	9	6.09
NY Fire & Rescue	114	109	110	1		0.92
NY Moors National Park	122	122	122	0		0.00
NY Probation Service	207	203	208	5	1	2.46
Y'shire Dales Nat Park	121	125	122	-3		-2.40
Sub Total	1,564	1,560	1,624	64	10	4.10
<i>Town & Parish Councils</i>						
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	3	1		50.00
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	6	2		50.00
Sub Total	76	74	81	7	0	9.46
<i>Colleges & Universities</i>						
Askham Bryan College	165	170	205	35		20.59
Craven College	211	193	215	22		11.40
Scarborough VI Form	34	43	52	9	1	20.93
Selby College	111	120	123	3		2.50
University of Hull	74	82	97	15	4	18.29
York College	295	311	343	32	2	10.29
York St John Uni	322	370	387	17	2	4.59
Sub Total	1,212	1,289	1,422	133	9	10.32

Appendix 3

Employer	31/03/2012	31/03/2013	31/03/2014	Change During 2013/14	Opt Out inc in change	Change %
<u>Admitted Bodies</u>						
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	30	-2		-6.25
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	1	0		0.00
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	67	-5		-6.94
Interserve	0	2	1	-1		-50.00
Jacobs UK Ltd	22	21	19	-2		-9.52
Joseph Rowntree Trust	14	13	12	-1	1	-7.69
Mellors	11	11	3	-8		-72.73
Northern Care	0	0	2	2		N/A
NYBEP	1	1	1	0		0.00
Premier Support Services	0	0	2	2		N/A
Ringway	132	137	132	-5		-3.65
Richmondshire Leisure	19	14	13	-1		-7.14
Scarbro' Museums Trust	4	4	1	-3		-75.00
Sheffield International Venues	0	28	24	-4		-14.29
Springfield Home Care	0	3	3	0		0.00
Superclean	3	3	3	0		0.00
Veritau Ltd	31	31	34	3		9.68
Veritau North Yorkshire	0	6	4	-2		-33.33
Wigan Leisure/Culture	43	27	17	-10		-37.04
York Archaeological Tst	2	2	2	0		0.00
York Museums/Gallery	74	96	105	9	5	9.38
Yorkshire Coast Homes	87	99	111	12		12.12
Yorkshire Housing Ltd	108	101	94	-7		-6.93
Yorkshire Tourist Brd	11	6	6	0		0.00
Sub Total	729	770	751	-19	6	-2.47
<u>Academies</u>						
Archbishop Holgate's School	57	55	56	1	1	1.82
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	184	32	3	21.05
Harrogate High School	0	51	50	-1	6	-1.96
Manor Church of England Academy	27	56	60	4		7.14
Norton College	42	56	58	2		3.57
Outwood Grange Academy	26	36	32	-4		-11.11
Robert Wilkinson Academy	0	0	78	78		N/A
Rossett School	51	55	55	0		0.00
Skipton Girls High School	32	35	26	-9		-25.71
South Craven School	101	107	115	8	1	7.48
St Aidan's C of E High School	117	151	152	1	9	0.66
The Woodlands Academy	0	0	35	35		N/A
Thomas Hinderwell Primary Academy	0	0	20	20		N/A
Sub Total	539	756	928	172	20	22.75
Total	27,770	29,035	31,500	2,465	302	8.49

NORTH YORKSHIRE PENSION FUND
Cumulative Total of Retirements from 1 April 2013 to 31 March 2014

<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	11	1	1	7	19
009 - Hambleton	4	1	1	3	8
010 - Ryedale	5	1	-	-	5
011 - Harrogate	24	2	5	10	39
012 - Richmondshire	3	1	-	1	4
013 - Selby	2	1	-	1	3
014 - Craven	2	1	-	-	2
016 - York St John University	3	-	-	-	3
017 - York Archaeol. Trust	1	-	-	-	1
020 - York	63	7	6	46	115
021 - Probation	3	1	-	1	4
025 - NYCC	251	22	4	59	314
040 - Joseph Rowntree CT	1	-	-	-	1
042 - NY Police Authority	8	2	2	8	18
051 - NY Fire and Rescue	1	1	1	6	8
052 - N Y Moors NP	4	-	-	1	5
055 - University of Hull	1	-	-	-	1
057 - Yorkshire Housing	5	-	-	-	5
061 - Askham Bryan College	3	-	-	4	7
062 - Craven College	3	-	-	-	3
065 - Selby College	1	-	-	-	1
070 - Pickering Town Council	1	-	-	-	1
074 - York College	5	1	1	-	6
076 - York Museums Trust	1	-	-	-	1
077 - Craven Housing	-	1	1	1	2
080 - Yorkshire Coast Homes	5	-	-	-	5
084 - Jacobs	1	-	-	-	1
087 - Scar Museums Trust	-	-	-	1	1
090 - Veritau	1	-	-	-	1
091 - Wigan Leisure Trust	1	-	-	-	1
097 - ISS	2	-	-	-	2
098 - Harrogate Grammar Sc	1	-	-	-	1
101 - Skipton Girls' High Sch	3	-	-	-	3
102 - South Craven School	-	2	2	-	2
103 - Arch Bish Holgate Sch	1	-	-	-	1
104 - Norton College	-	-	-	1	1
107 - St Aidan's Academy	1	-	-	-	1
108 - Outwood Grange Ripon	1	-	-	1	2
110 - Ringway	3	1	1	-	4
112 - Woodlands Academy	1	-	-	-	1
113 - Harrogate High School	1	-	-	-	1
118 - Sheffield Int Venues	2	-	-	-	2
121 - Northern Care	1	-	-	1	2
Others	-	5	-	-	-
Totals	(71%) 431	51	(4%) 25	(25%) 152	608
Quarterly Analysis					
Quarter 1	87		5	43	135
Quarter 2	141		8	48	197
Quarter 3	107		7	35	149
Quarter 4	96		5	26	127
Totals	431	N/A	25	152	608

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
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	✓		✓	✓	✓		✓	✓		
21 Feb 2014	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
05-07 Mar 2014	Investment Conference	NAPF	Edinburgh	✓	✓						✓		

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>
Aon Hewitt	Local Government Pension Scheme Conference 2014	04 th June 2014	London	A variety of LGPS focused Investment and Governance topics
Baillie Gifford	LTGG Seminar	19 th June 2014	London	Discussion of the LTGG Fund including past performance, future opportunities and long term investment decision making.
LGC	Pension Fund Symposium	26th - 27th June 2014	Birmingham	The impact and the future of the new LGPS Joint working between Funds Alternatives and Infrastructure
LGC	Investment Summit	09 th - 10 th September 2014	Newport	Various investment related topics
NAPF	Annual Conference and Exhibition	15 th - 17 th October 2014	Liverpool	Annual Conference
Professional Pensions	2014 Investment Conference	05 th November 2014	London	Various investment related topics

PENSION FUND COMMITTEE TIMETABLE FOR MEETINGS 2014 and 2015

<i>Meeting Date</i>	<i>Venue & Time</i>	<i>Regular</i>	<i>Fund Managers</i>
23 May 2014	10:00–14:00 Grand Committee Room	Investment Manager Meetings	Unigestion and TOBAM
10 July 2014	10:00–14:00 Grand Committee Room	Pension Fund Committee Statement of Final Accounts 2013/14 Governance of the Fund	
18 September 2014	10:00–14:00 Grand Committee Room	Pension Fund Committee 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	Investment Manager Meetings	2/3 Managers (TBC)
21 November 2014	10:00–14:00 Grand Committee Room	Pension Fund Committee Member and Employer issues Budget & Statistics Performance of the Portfolio Q2 Fund Manager Matters	

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