NORTH YORKSHIRE COUNTY COUNCIL

PENSION FUND COMMITTEE

26 FEBRUARY 2015

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)	TPR Code of Practice	(see section 3)
(c)	Membership Analysis	(see section 4)
(d)	Member Training	(see section 5)
(e)	Meetings Timetable	(see section 6)

2.0 **Admission Agreements**

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

2.2 Following a request from City of York Council, approval is being sought for the creation of a 'community' admission agreement. The agreement would allow the continued access to the LGPS of staff working in certain areas of economic development, tourism and the promotion of cultural activities which will come together under a new organisation to be known as Make It York.

2.3 Further details on Make It York can be found in **Appendix 2**. Members are asked to review the information and to approve the request, as City of York Council will act as a guarantor for any shortfall which may arise.

3.0 **The Pensions Regulator Code of Practice 2015**

3.1 The Pensions Regulator's Code of Practice number 14 (Governance and Administration of Public Service Pension Schemes) was laid in Parliament and the Northern Ireland Assembly last month. Subject to the respective Parliamentary procedures, it will come into force in April 2015. The Pensions Regulator is the body that regulates occupational and personal pension schemes provided through employers.

3.2 The code provides scheme managers and pension board members, in public service pension schemes, with a summary of their key governance and administration duties, and the standards of conduct and practice expected in

relation to those duties.

3.3   The headings covered are;
    •   Conflicts of interest
    •   Managing risk and internal controls
    •   Maintaining accurate member data
    •   Maintaining member contributions
    •   Providing information to members and others
    •   Resolving internal disputes
    •   Reporting breaches of the law

3.4   The draft Code can be found at; http://www.thepensionsregulator.gov.uk/docs/draft-code-14-governance-administration-public-service-pension-schemes.pdf. However, the Pensions Regulator has provided a summary version which is attached at **Appendix 3**. Officers are in the process of reviewing the Code to establish whether any changes are required to the Fund's arrangements. In addition, the Pension Board may make recommendations to the PFC based on their own assessment.

3.5   The Pensions Regulator has also launched a comprehensive e-learning programme for those involved in running public service pension schemes. This includes e-learning modules on each of the headings listed in 3.3 above and can be found at https://education.thepensionsregulator.gov.uk/login/signup.php.

3.6   Each module provides the option to complete an interactive tutorial online and then complete an assessment, as well as additional resources such as extra examples. The tutorials are designed to help senior officers, Pension Fund Committee members and Pension Board members to build an understanding of the requirements set out in the Code of Practice. Officers will review the programme and report back to a later meeting of the PFC.

4.0   Membership Analysis

4.1   Details of current membership numbers are as follows:

Membership Category	At 31/03/13	+/- Change (%)	At 30/09/14	+/- Change (%)	At 31/12/14
Actives	29,035	+10.4	32,067	+5.3	33,782
Deferred	27,501	+8.9	29,960	+1.4	30,370
Pensioners*	16,755	+8.6	18,197	+1.4	18,443
Total	**73,291**	**+9.5**	**80,224**	**+3.0**	**82,595**

*Figures include spouse and dependant pensions

	30/09/2014	30/12/2014
Number of employing authorities in the Fund	113	115
Number of new starters in the quarter	1,024	
Number of retirements in the quarter	248	
Number of deaths for those in receipt of pension in the quarter	74	

4.2 The active membership numbers and associated movements by employer for the quarter ending 31 December 2014 are set out in **Appendix 4**. Officers are aware of issues in relation to active membership numbers particularly for NYCC and investigations are ongoing.

4.4 An analysis of retirements by employer is provided at **Appendix 5**.

5.0 MEMBER TRAINING

5.1 The Member Training Record showing the training undertaken over the year to February 2015 is attached as **Appendix 6.**

5.2 Upcoming courses, seminars and conferences available to Members are set out in the schedule attached as **Appendix 7.**

5.3 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 on an event.

6.0 MEETINGS TIMETABLE

6.1 The latest timetable for forthcoming meetings of the Committee and Investment Manager meetings is attached as **Appendix 8**.

7.0 RECOMMENDATIONS

7.1 Members to approve the request to approve the creation of a Community Admission Agreement for Make It York (paragraph 2.3)

GARY FIELDING
Treasurer
Central Services
County Hall
Northallerton

Background documents: None

LATEST POSITION RE ADMISSION AGREEMENTS

Admission Agreement	Current Position and Action to Be Taken (If Applicable)
Everyone Active, part of Sports and Leisure Management, providing leisure services for Ryedale District Council	Ryedale District Council's leisure services contract with Community Leisure Ltd came to an end on 1 October 2014. There is one employee who continues to be a LGPS member and an admission agreement is therefore required to be entered into with the new contractor, Everyone Active which is part of Sports and Leisure Management. An admission agreement has been signed by all parties.
Streamline Taxis (York) providing home to school transport for pupils of Applefields School, York	City of York Council has entered into a contract with Streamline Taxis (York) from 1 September 2014 to provide home to school transport for pupils of Applefields School, York. One member of staff, who is a member of the LGPS, has transferred under TUPE to the new provider. An admission agreement has been signed by all parties
Lifeways Community Care Ltd providing adult care services for City of York Council	City of York Council has entered into a contract with Lifeways Community Care Limited to provide adult care services at Flaxman Road, York from 23 February 2015. The transfer of staff under TUPE involves eight members of staff who contribute to the LGPS. An admission agreement has been put in place to allow these staff to continue their membership of the LGPS.
GLL (Greenwich Leisure Ltd) providing leisure services for City of York Council	City of York Council are finalising negotiations with GLL, a charitable social enterprise, to provide the Council's leisure services from May 2015. An admission agreement is to be put in place to cover the transferring staff who are members of the LGPS.
City of York Council – potential creation of 'Make It York' to achieve a stronger co-ordination and promotion of York's profile and cultural offer	City of York Council are considering the creation of a company to be known as Make It York in order to develop a National/International profile of high quality cultural events in York, to increase business investment in York and to achieve an increase in spend by tourists. Make It York will be a company wholly owned by City of York Council who will be the sole shareholder. An admission agreement would be required to allow the staff transferring to Make It York to remain in the LGPS from the proposed transfer date of 1 April 2015. 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.

LATEST ACADEMY ADMISSIONS

Original name of school	Date of conversion/current position	Name of Academy after conversion
Robert Wilkinson Primary School (City of York)	School converted to an academy on 1/12/2013	Robert Wilkinson Primary Academy; Part of the Ebor Academy Trust
Haxby Road Primary School (City of York)	School converted to an academy on 1/2/2014	Haxby Road Primary Academy; Part of the Ebor Academy Trust
Aireville School (NYCC)	School converted to an academy on 1/9/2014	The Skipton Academy; In partnership with Craven College
Roseberry Primary School (NYCC)	School converted to an academy on 1/10/2014	Roseberry Academy; Part of the Enquire Learning Trust

Potential Admission Agreement – 'Make It York'

Reason for the Request

City of York Council is considering forming a company to be known as Make It York to bring together a number of services relating to economic development, tourism and the promotion of cultural activities. Up to ten members of staff who are currently members of the Local Government Pension Scheme would be involved in a TUPE transfer to the new organisation. An admission agreement would be needed to allow these members to continue to participate in the Local Government Pension 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 objectives for Make it York are:

- To achieve a stronger co-ordination and promotion of York's profile and cultural offer

- To deliver greater inward and indigenous investment from business, and thus market share for York and its key growth sectors, particularly life science-related industries, high-tech industries and business services

- To increase the value of the visitor economy through promoting innovation and higher quality in the existing offer, encouraging high value visitor economy investment and attracting higher spending visitors

- Develop a National/International profile of high quality cultural events

- Increase in business investment in York – as measured by growth in existing business and inward investment by companies locating into York

- Increase in spend by tourists – as measured by increase in average length of stay and average spend per visitor.

- Increased profile for York as a destination for living, visiting, studying, and doing business

Specific outcomes sought are:

- City of York Council will enter into a contract for the provision of services with Make it York to deliver the services related to the above activities. This will include a service level agreement with agreed objectives and performance monitoring

- Make it York will be a company wholly owned by City of York Council who will be the sole shareholder and, as such, a strong partnership will be maintained between the Council and Make it York

- In terms of funding from the City of York Council, the business plan approved by Cabinet shows funding of £918k 15/16, £989k 16/17, £898k 17/18 for the first 3 years of operation of Make it York. After this market conditions and funding to the Local Authority will dictate the level of funding

- The plan is that staff will TUPE transfer into Make it York and will continue indefinitely to provide the contracted 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.

It does look possible that the admission agreement would run for a maximum of three 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 Make It York 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 Make it York.

There will be continued monitoring of the service delivery by City of York Council. Management accounts will be provided to City of York Council by Make it York on a quarterly basis. The officer responsible for monitoring will be the Make it York commissioning lead in the office of the Chief Executive. Quarterly reports will be made to the Council's Make it York Shareholder Committee on the performance of Make it York.

If the Make it York business failed any staff under TUPE arrangements will be transferred back to City of York Council if an alternative provider could not be procured.

It is not possible to predict the possible long-term success of Make it York, 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 on 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.

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.

Recommendations

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

The essential guide to the public service code

The Pensions Regulator

Code of practice no. 14 – Governance and administration of public service pension schemes helps you understand how to approach the administration and governance of a public servicescheme. The full version of the code can be viewed at www.tpr.gov.uk/code14.

This essential guide provides an overview of the code and gives details of where to go to find out more. It can help you use the code but is obviously not exhaustive and it's not a substitute for reading the full code – which we expect all those involved with public service schemes to do.

What is a code of practice?

Codes help the people who run pension schemes fulfil their legal duties. They aren't statements of the law, but they outline an approach that schemes can take to complying with the law. The courts have to take account of codes when considering whether legal requirements have been met, and we may refer to them when we exercise our powers. **Code of practice no. 14 – Governance and administration of public service pension schemes** (the public service code) was laid before Parliament in January 2015.

The public service code

This code provides scheme managers and pension board members with a summary of their key governance and administration duties, standards of conduct and practice we expect in relation to those duties, and practical guidance on how they can comply.

Governance

Knowledge and understanding

It's crucial that the people responsible for public service schemes know how to govern them as efficiently and effectively as possible. At the most basic level, pension board members need to understand how the scheme works so that they can effectively assist the scheme manager. However, there is a specific requirement for pension board members to have knowledge and understanding of the following areas:

- the scheme rules, eg eligibility for the scheme and scheme benefits

- documented administration policies, eg risk assessments/management, reporting breaches, keeping records and the responsibilities of the scheme manager, the pension board and individual pension board members, and

- the law relating to pensions eg relevant law that applies to their scheme.

There are also other areas that need to be understood if a scheme is to be governed well.

Schemes should keep track of training and other learning activities undertaken by board members and there should be someone responsible for ensuring that a training programme is developed and implemented. This should include preparing a list of the documents that pension board members need to be familiar with.

Pension board members should invest time in their learning and development and regularly undertake a personal training needs analysis to review their skills and knowledge.

Our e-learning programme can help meet the needs of pension board members, whether or not they have access to other learning.

Conflicts of interest

It's important to be aware of any potential conflicts of interest on a pension board. A conflict of interest occurs when an individual has another interest which is likely to prejudice the way they carry out their role as a pension board member.

The scheme manager of a public service scheme must be satisfied that no pension board member has a conflict of interest. Schemes should have an agreed and documented policy which includes identifying, monitoring and managing potential conflicts of interest.

Representation on pension boards

Having a variety of people and representation on the pension board should help to ensure that pension board discussions or decisions take into account the views and interests of those involved in the scheme.

Pension boards must have an equal number of employer and member representatives. It is also important for schemes to consider the mix of skills and experience needed on their pension boards so that they operate effectively.

See the chapter of the code entitled 'Governing your scheme' for more detailed information about knowledge and understanding, conflicts of interest and representation on pension boards.

Risk

Internal controls

Good internal controls are crucial. These are the arrangements, systems and procedures that the scheme has in place for scheme administration and management, overseeing that administration and management, and the security of scheme assets. Scheme managers must establish and operate controls which are adequate for ensuring that the scheme is administered and managed in line with the scheme rules.

Internal controls can help protect schemes from risks which could be detrimental to the scheme and the members if they are not addressed.

Schemes should ensure that sufficient time and attention is spent identifying, evaluating and managing risks. This includes developing and monitoring the controls that they use to keep these risks in check.

All schemes should carry out a risk assessment. Start by:

- setting out the objectives of the scheme

- identifying the activities that are carried out in the course of running the scheme, and

- pinpointing the main risks that could mean that the objectives and activities aren't met or delivered.

Not all risks are equal. Consider how likely they are to occur and the impact that they could have when deciding an order of priority for managing risks. Schemes should focus on risks where the likelihood and impact of one materialising is high.

Once risks are identified and assessed, they should be recorded in a risk register and reviewed regularly. For each risk there should be one or more internal controls to address it. See the chapter of the code entitled 'Managing risks' for more detailed information.

Administration

Keeping records

Complete, accurate and up-to-date records are key to the effective administration of a public service scheme. Good records make it easier to communicate, allocate contributions and pay benefits to the right people at the right time, without making costly mistakes. Scheme managers must keep the records set out in the Public Service Pensions (Record Keeping and Miscellaneous Amendments) Regulations 2014.

To ensure that the appropriate records are kept, they should be discussed and reviewed regularly. If there are problems with scheme records, there should be a plan to resolve them. Doing this early can save significant expense later.

It's important to regularly evaluate the accuracy of member records and that the scheme receives timely and accurate member updates from participating employers.

Schemes should review records at least annually, which should include an assessment of the accuracy and completeness of the information held. If a scheme outsources the management of records there must be effective controls in place to ensure the integrity of those records.

Maintaining contributions

Receiving accurate contributions on time is very important. Contributions that are late or go unpaid may need to be reported to us.

Where member contributions are deducted from their pay, the amount deducted must be paid to the scheme by the 19th day of the month following the deduction (or by the 22nd day if paid electronically).

Employer contributions must be paid to the scheme in line with any requirements in the scheme regulations.

A public service scheme should have an effective process to identify and resolve payment failures with the employer. If scheme managers think that a payment failure is likely to be of material significance to us then it must be reported to us.

Providing information to members

The information communicated to members will affect the decisions they make about their pension. This, in turn, can have a major bearing on the value of their pension.

Communications to members should be clear and easy to understand. They should avoid jargon and recognise that many members may not be familiar with financial words and phrases.

A range of methods to provide general information to members can be used, including post and email, although in some cases a particular method must be used, and in others a specific procedure must be followed before providing information electronically.

There is some specific information which must be provided to members (or prospective members), like basic scheme details when they join and annual statements showing the value of their benefits. Other information, for example about transfer credits or the constitution of the scheme, must be provided upon request from members (or others) (unless an exemption applies).

See the chapter of the code entitled 'Administration' for more detailed information on record-keeping, maintaining contributions and providing members with information.

Resolving issues

Whether it relates to a breach of the law or a complaint from a member, issues that arise in public service schemes should be dealt with promptly and effectively.

Internal disputes

Schemes must have an internal dispute resolution procedure (IDRP) to help resolve issues raised by members and others with an interest in the scheme. The IDRP can have one or two stages and decisions must be made and communicated within a reasonable period of the issue being raised under IDRP. The IDRP must state how someone can apply to have a pension dispute resolved (including any time limits), the details which must be included, and how and by when decisions are to be reached.

Members and others who make a complaint must be given information about The Pensions Advisory Service when the complaint is received, and the Pensions Ombudsman, when the decision is given, who may be able to help them.

Reporting breaches of the law

It's important that breaches of the law are identified and assessed quickly, and reported if necessary. Scheme managers and pension board members (amongst others) must report breaches which they consider likely to be of material significance to us, so there should be effective procedures to enable them to identify and assess breaches. These should include giving those involved with public service schemes the opportunity to raise concerns, consider risks, and where necessary submit a report within an appropriate timescale. Do not wait for someone else to report.

We have an online service called **Exchange** where reports can be made. If they don't use **Exchange**, schemes should report to us by post, email or fax. We will not disclose information reported to us except where we are required to do so by a court and we'll take all reasonable steps to maintain reporter confidentiality.

See the chapter of the code entitled 'Resolving disputes' for more detailed information about the dispute and breach procedures that should be in place.

How to contact us

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www.thepensionsregulator.gov.uk

An essential guide to the public service code
Information for scheme managers and pension board members

The Pensions Regulator

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

Employer	Number of active posts			Change During 2014/15	Opt Out inc in change	Change %
	31/03/2013	31/03/2014	31/12/2014			
Councils						
City of York Council	4,527	4,903	5,157	254	25	5.18
Craven DC	187	194	206	12	2	6.19
Hambleton DC	424	362	371	9		2.49
Harrogate BC	1,014	1,058	1,061	3	15	0.28
North Yorkshire CC	17,336	18,959	20,760	1,801	125	9.50
Richmondshire DC	165	217	229	12		5.53
Ryedale DC	212	220	222	2		0.91
Scarborough BC	526	557	565	8	2	1.44
Selby DC	195	224	243	19	1	8.48
Sub Total	**24,586**	**26,694**	**28,814**	**2,120**	**170**	**7.94**
Police and Crime Commissioner, Fire, Probation Services and National Park Authorities						
NY Chief Constable	0	0	1	1		
North Yorkshire PCC	1,001	1,062	1,090	28	5	2.64
NY Fire & Rescue	109	110	112	2		1.82
NY Moors National Park	122	122	115	-7		-5.74
NY Probation Service	203	208	0	-208		-100.00
Y'shire Dales Nat Park	125	122	121	-1		-0.82
Sub Total	**1,560**	**1,624**	**1,439**	**-185**	**5**	**-11.39**
Town & Parish Councils						
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	9	9	0		0.00
Glusburn PC	1	1	1	0		0.00
Great Ayton PC	1	1	1	0		0.00
Haxby Town Council	4	3	3	0		0.00
Hunmanby PC	1	2	2	0		0.00
Kirkbymoorside TC	0	0	0	0		N/A
Knaresborough TC	3	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	5	5	6	1		20.00
Norton on Derwent TC	2	3	3	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	1	1	1	0		0.00
Ripon City Council	4	6	5	-1		-16.67
Selby Town Council	7	7	7	0		0.00
Skipton Town Council	8	7	7	0		0.00
Sutton in Craven PC	2	2	2	0		0.00
Tadcaster Town Council	0	2	2	0		0.00
Thornton Int Dnge Brd	1	1	1	0		0.00
Whitby Town Council	4	6	6	0		0.00
Sub Total	**74**	**81**	**81**	**0**	**0**	**0.00**
Colleges & Universities						
Askham Bryan College	170	205	198	-7		-3.41
Craven College	193	215	222	7		3.26
Scarborough VI Form	43	52	56	4	3	7.69
Selby College	120	123	138	15		12.20
University of Hull	82	97	88	-9		-9.28
York College	311	343	356	13		3.79
York St John Uni	370	387	518	131	1	33.85
Sub Total	**1,289**	**1,422**	**1,576**	**154**	**4**	**10.83**

Employer	31/03/2013	31/03/2014	31/12/2014	Change During 2014/15	Opt Out inc in change	Change %
Admitted Bodies						
Be Independent	0	0	40	40		N/A
Catering Academy Ltd	0	5	4	-1		-20.00
Chartwells Compass	6	4	4	0		0.00
Churchill Security	0	3	3	0		0.00
Community Leisure	2	2	1	-1		-50.00
Craven Housing	32	30	28	-2		-6.67
Derwent Facilities Management	1	0	0	0		N/A
Elite	1	1	0	-1		-100.00
Enterprise	15	15	15	0		0.00
Explore York Libraries & Archives	0	0	1	1		N/A
Future Cleaning	1	1	0	-1		-100.00
Grosvenor FM	8	8	8	0		0.00
Human Support Group	27	26	23	-3		-11.54
Inspace	0	0	0	0		N/A
ISS Mediclean Ltd	72	67	65	-2		-2.99
Interserve	2	1	1	0		0.00
Jacobs UK Ltd	21	19	16	-3		-15.79
Joseph Rowntree Trust	13	12	13	1		8.33
Mellors	11	3	3	0		0.00
Northern Care	0	2	2	0		0.00
NYBEP	1	1	0	-1		-100.00
Premier Support Services	0	2	0	-2		-100.00
Ringway	137	132	124	-8		-6.06
Richmondshire Leisure	14	13	12	-1		-7.69
Scarbro' Museums Trust	4	1	0	-1		-100.00
Sheffield International Venues	28	24	19	-5		-20.83
Springfield Home Care	3	3	2	-1		-33.33
Superclean	3	3	3	0		0.00
Veritau Ltd	31	34	39	5		14.71
Veritau North Yorkshire	6	4	4	0		0.00
Wigan Leisure/Culture	27	17	13	-4		-23.53
York Archaeolgical Tst	2	2	2	0		0.00
York Museums/Gallery	96	105	128	23	6	21.90
Yorkshire Coast Homes	99	111	143	32		28.83
Yorkshire Housing Ltd	101	94	83	-11		-11.70
Yorkshire Tourist Brd	6	6	6	0		0.00
Sub Total	**770**	**751**	**805**	**54**	**6**	**7.19**
Academies						
Archbishop Holgate's School	55	56	64	8		14.29
Great Smeaton Academy Primary School	2	1	4	3		300.00
The Grove Academy	0	6	8	2		33.33
Harrogate Grammar School	152	184	179	-5	6	-2.72
Harrogate High Academy	51	50	51	1	4	2.00
Haxby Road Academy	0	0	36	36		N/A
Manor Church of England Academy	56	60	61	1		1.67
Norton College	56	58	57	-1		-1.72
Outwood Grange Academy	36	32	25	-7		-21.88
Robert Wilkinson Academy	0	78	98	20		25.64
Roseberry Academy	0	0	23	23		N/A
Rossett School	55	55	62	7		12.73
Skipton Girls High School	35	26	25	-1		-3.85
South Craven School	107	115	111	-4	3	-3.48
St Aidan's C of E High School	151	152	195	43		28.29
The Woodlands Academy	0	35	34	-1		-2.86
Thomas Hinderwell Primary Academy	0	20	17	-3	1	-15.00
The Skipton Academy	0	0	17	17		N/A
Sub Total	**756**	**928**	**1,067**	**139**	**14**	**14.98**
Total	**29,035**	**31,500**	**33,782**	**2,282**	**199**	**7.24**

NORTH YORKSHIRE PENSION FUND
CUMULATIVE TOTAL OF RETIREMENTS FROM 1 APRIL 2014 TO 31 DECEMBER 2014

Employer	Normal	Ill-Health		Efficiency/ Redundancy/ Employers Consent	Total
		Actuarial Assumption	Actual		
007 – Scarborough	8	1	1	7	16
009 – Hambleton	7	1	-	6	13
010 – Ryedale	3	1	-	-	3
011 – Harrogate	21	3	3	1	25
012 – Richmondshire	5	1	1	-	7
013 – Selby	2	-	-	-	2
014 – Craven	4	1	-	-	4
016 – York St John University	7	1	1	-	8
020 – York	75	13	7	16	98
021 – Probation	2	-	-	-	2
025 – NYCC	209	45	5	38	252
042 – NY Police Authority	16	7	7	-	23
051 – NY Fire and Rescue	3	-	-	-	3
052 – N Y Moors NP	1	-	-	2	3
053 – Yorkshire Dales NP	1	-	-	-	1
054 – NYBEP	1	-	-	-	1
057 – Yorkshire Housing	2	-	-	-	2
061 – Askham Bryan College	3	1	1	-	4
062 – Craven College	5	-	-	-	5
065 – Selby College	2	-	-	-	2
068 – Scarborough 6th Form College	-	-	-	2	2
074 – York College	5	1	1	-	6
076 – York Museums Trust	1	1	1	2	4
077 – Craven Housing	1	-	-	-	1
080 – Yorkshire Coast Homes	2	-	-	-	2
084 – Jacobs	1	-	-	-	1
090 – Veritau	-	-	-	1	1
097 – ISS Mediclean	4	-	-	-	4
098 – Harrogate Grammar School	3	-	-	-	3
101 – Skipton Girls High School	2	-	-	-	2
102 – South Craven School	4	-	-	-	4
105 – Rossett School	2	-	-	-	2
107 – St Aidans School	2	-	-	-	2
110 – Ringway	7	-	-	-	7
111 – Veritau North Yorkshire	-	-	-	1	1
118 – Sheffield Int Venues	1	-	-	-	1
126 – Robert Wilkinson Academy	1	-	-	-	1
131 – Be Independent	-	-	-	1	1
Others		2			
TOTALS	**413**	**79**	**28**	**78**	**519**
	(80%)		(5%)	(15%)	

QUARTER BY QUARTER ANALYSIS OF TOTAL RETIREMENTS

Employer	Normal	Ill-Health		Efficiency/ Redundancy/ Employers Consent	Total
		Actuarial Assumption	Actual		
Quarter 1	119	N/A	11	24	154
Quarter 2	186	N/A	11	42	239
Quarter 3	108	N/A	6	12	126
Quarter 4	-	N/A	-	-	-
TOTAL	**413**	**N/A**	**28**	**78**	**519**

MEMBER 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
21 Feb 2014	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
05-07 Mar 2014	Investment Conference	NAPF	Edinburgh	✓	✓						✓		
23 May 2014	Investment Manager Meetings	NYCC	County Hall	✓	✓	✓	✓	✓	✓	✓	✓		
09-10 Sept 2014	Investment Summit	LGC	Newport	✓	✓								
19 Sept 2014	Investment Manager Meetings	NYCC	County Hall		✓	✓	✓	✓	✓	✓			
15-17 Oct 2014	Annual Conference & Exhibition	NAPF	Liverpool	✓									
22 Oct 2014	Investment Forum	LGPF	London	✓									
12 Dec 2014	Investment Manager Meeting	NYCC	County Hall	✓	✓	✓	✓	✓	✓		✓		
26-27 Feb 2015	Investment Seminar	LGC	Cheshire	✓									

UPCOMING TRAINING AVAILABLE TO MEMBERS

Provider	Course / Conference Title	Date(s)	Location	Themes / Subjects Covered
NAPF	Investment Conference	11-13 March 2015	Edinburgh	LDI Developments; Consultant Relationships; Investment Perspectives; Hedging Longevity; Management Fee Value; Asset Diversification
NAPF	Local Authority Conference	18-20 May 2015	Gloucestershire	Public Service Pension Reform; Competing Pressures on the LGPS; Deficit Management; Impact of the General Election; 2016 Valuation
LGC	Investment Summit	10-11 September 2015	Newport	Various Investment Related Topics Full Programme Details TBC
NAPF	Annual Conference and Exhibition	October 2015	Liverpool	Annual Conference Full Programme Details TBC

PENSION FUND COMMITTEE TIMETABLE FOR MEETINGS IN 2015 and 2016

Meeting Date	*Venue & Time*	*Event*	*Fund Managers*
27-Feb-15	10:00 – 12:00 Grand Committee Room	**Investment Manager Meetings**	Baillie Gifford (Equities) Hermes (Property)
21-May-15	10:00 – 12:00 Grand Committee Room	**Pension Fund Committee** Member and Employer issues Budget & Statistics Performance of the Portfolio Q4 Fund Manager Matters	1 Manager TBC
22-May-15	10:00 - 12:00 Grand Committee Room	**Investment Manager Meetings**	2 Managers TBC
09-Jul-15	10:00 - 12:00 Grand Committee Room	**Pension Fund Committee** Statement of Final Accounts 2014/15 Governance of the Fund	
17-Sep-15	10:00 - 12:00 Grand Committee Room	**Pension Fund Committee** Member and Employer Issues Annual Report 2014/15 Budget & Statistics Investment Performance Q1 Fund Manager Matters	1 Manager TBC

Meeting Date	Venue & Time	Event	Fund Managers
18-Sep-15	10:00 - 12:00 Grand Committee Room	**Investment Manager Meetings**	2 Managers TBC
26-Nov-15	10:00 - 12:00 Grand Committee Room	**Pension Fund Committee** Member and Employer issues Budget & Statistics Performance of the Portfolio Q2 Fund Manager Matters	1 Manager TBC
27-Nov-15	10:00 - 12:00 Grand Committee Room	**Investment Manager Meetings**	2 Managers TBC
25-Feb-16	10:00 - 12:00 Grand Committee Room	**Pension Fund Committee** Member and Employer issues Budget & Statistics Performance of the Portfolio Q3 Fund Manager Matters	1 Manager TBC
26-Feb-16	10:00 - 12:00 Grand Committee Room	**Investment Manager Meetings**	2 Managers TBC