



# Strathclyde Pension Fund

**Actuarial Valuation as at 31 March 2005**

**Prepared By:**

**Alison Murray FFA  
Ronald S Bowie FFA**

**March 2006**

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Executive Summary**

This report sets out the results of our actuarial valuation of the Fund as at 31 March 2005 and is addressed to Glasgow City Council as administering authority to the Strathclyde Pension Fund. It has been prepared in accordance with the Funding Strategy Statement.

The main conclusions are as follows:

- The funding level (ratio of assets to past service liabilities) as at 31 March 2005 is 97% compared to 108% as at 31 March 2002. This corresponds to a past service deficit of £230m.
- The employers' average cost of future service benefits (i.e. ignoring any past service deficit) is 14.3% of pensionable pay (equivalent to 245% of employee contributions). This has decreased slightly from 14.4% of pay as at 31 March 2002.
- Our valuation for the purposes of setting employer contribution rates (the "ongoing valuation") anticipates an element of expected future returns from equities.
- Without anticipating future equity out-performance of the Fund assets relative to gilt yields, the corresponding result would be a funding level of 73% and a future service rate of 23.3% of pay (equivalent to 400% of employee contributions).
- The valuation results are based on a set of mortality assumptions which make an allowance for the expected future improvements in life expectancy of non-pensioner members.
- Assuming that a funding level of 100% is to be targeted over a period equal to the expected remaining working lifetime of employees (10.6 years) on the ongoing basis and that our assumptions are borne out in practice, the common employers' contribution rate is 15.9% of pensionable pay (275% of employees' contributions).
- The actual contribution rates will be phased in over the three years covered by our certificate. Adjustments have also been made to the common rate of employers' contribution to take account of certain circumstances that are peculiar to a small number of individual employers (in line with the Funding Strategy Statement). The *minimum* contributions to be paid by each employer from 1 April 2006 to 31 March 2009 are shown in our Rates and Adjustments Certificate in Appendix G. Employers may make voluntary additional contributions, for example, to recover the shortfall over a shorter period than the maximum permitted.
- In addition to the minimum contribution rates set out in the Rates and Adjustments Certificate, employers are also required to make additional payments in respect of unreduced early retirements as and when they arise.

We would be pleased to discuss any aspect of this report with the Administering Authority.



**Alison Murray FFA**  
**30 March 2006**



**Ronald S Bowie FFA**

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## 1. Introduction

- 1.1 We have carried out an actuarial valuation of the Strathclyde Pension Fund (“the Fund”) as at 31 March 2005 and have pleasure in presenting our report to Glasgow City Council (“the Administering Authority”) as the administering authority to the Fund.
- 1.2 The previous valuation was carried out as at 31 March 2002 by Hymans Robertson and the results were set out in our report dated February 2003. These results are summarised in the table below for reference.

<b>2002 Results Summary</b>	<b>£m</b>
<b>Value of Accrued (Past Service) Liabilities</b>	
Employee Members	3,016.1
Deferred Pensioners	359.4
Pensioners	2,218.1
<b>Total Accrued Liabilities (L)</b>	<b>5,593.6</b>
<b>Value of Fund Assets (A)</b>	<b>6,050.0</b>
<b>Surplus/(Deficit)</b>	<b>456.4</b>
<b>Funding Level [(A)/(L)]</b>	<b>108%</b>
<b>Employer Contributions</b>	<b>% of pay</b>
(a) Future Service Funding Rate	14.4%
(b) Past Service Adjustment	<span style="color: red;">(2.3%)</span>
<b>Total Common Contribution Rate [(a)+(b)]</b>	<b>12.0%</b>

- 1.3 Due to deteriorating stock market conditions following the 2002 valuation date, no account was taken of the surplus at that date. Instead the common rate of employers’ contributions was certified to be 14.4% of payroll (245% of employees’ contributions) for the period 1 April 2003 to 31 March 2006. The rise in contributions from the previous rate of 12.8% in 2002/03 to 14.5% in 2005/06 was phased in, in equal steps, over three years. Additional contributions were recommended to be paid into the Fund to cover the costs of early retirements as and when they arose.
- 1.4 The Fund is part of the Local Government Pension Scheme (LGPS) and is a multi-employer defined benefit pension scheme. It is contracted out of the State Second Pension. Employees’ contributions are fixed (mostly at the level of 6% of pay). Employers pay the balance of the cost of the scheme. The actual cost will not be known until the final pensioner dies, and employers’ contributions are set to meet the expected cost of the benefit. The employers’ contributions are reviewed at a series of three yearly valuation exercises. This valuation is one of the series.



# Strathclyde Pension Fund

## Actuarial Valuation as at 31 March 2005

### Purposes of Valuation

- 1.5 The main purposes of this valuation are:
- to review the financial position of the Fund against the Administering Authority's funding objectives;
  - to enable completion of all relevant certificates and statements in connection with the Local Government Pension Scheme Regulations (Scotland) 1998 ("the Regulations"), and other relevant regulations; and
  - to comment on the circumstances that may give rise to future volatility in the funding level of the Fund or employers' contributions.

### Funding Objectives

- 1.6 The Administering Authority sets the funding objectives in consultation with the employers and has prepared a Funding Strategy Statement (FSS).
- 1.7 Our valuation is based on the following funding principles:
- building up assets to provide for new benefits of current employees as they are earned;
  - recovering any shortfall in assets relative to the value placed on accrued liabilities over the longer-term; and
  - ensuring that there are always sufficient assets to meet the benefits as they fall due for payment to members.
- 1.8 The funding objectives differ from those in place at the previous valuation, in that the guidance on the FSS encourages a longer-term view of funding and emphasises the need to balance taking a prudent approach with the need for stability of employer contributions and affordability, particularly for Council employers.

### Regulatory Requirements

- 1.9 This valuation is carried out in accordance with Regulation 76 of the Regulations, which specifies that the Administering Authority must obtain:
- an actuarial valuation of the assets and liabilities of each of the Funds as at 31 March 1999 and every three years thereafter;
  - a report by an actuary; and
  - a rates and adjustments certificate.
- 1.10 Within the rates and adjustment certificate we are required to specify:
- the employers' common contribution rate i.e. the rate which, in our opinion, would in theory be required from all employers so as to ensure the Fund's solvency over the longer-term;



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- any individual adjustments (increases or decreases) to the common contribution rate which, in our opinion, are required by reason of any circumstances peculiar to that employer.

The common contribution rate and adjustments for this valuation apply for each year of the period of three years beginning with 1 April 2006.

1.11 Under the provisions of the Regulations, we are required to consider the following:

- the existing and prospective liabilities of the Fund arising from circumstances common to all those bodies;
- the desirability of maintaining as nearly constant a rate as possible; and
- the Administering Authority's Funding Strategy Statement.

1.12 The Fund must comply with Her Majesty's Revenue & Customs Surplus Test (see Section 5 of this report) where the objective is to remain below a prescribed maximum level of funding.

### **Use of Results**

1.13 This report is provided solely for the purposes of the Administering Authority and the Fund employers to fulfil their and our statutory obligations. It should not be used for any other purpose. The liability figures contained in this report are not appropriate for employer FRS17 or other accounting purposes. This report should not be released or otherwise disclosed to any third party except as required by law or with our prior written consent, in which case it should be released in its entirety.

1.14 Neither we nor Hymans Robertson LLP accepts any liability to any other party unless we have expressly accepted such liability in writing.

1.15 This report has been prepared in accordance with version 7.0 of "Retirement Benefit Schemes - Actuarial Reports - GN9" published by the Institute of Actuaries and the Faculty of Actuaries. The following aspects of GN9 are not relevant to the current circumstances of the LGPS and hence our report does not comply with these aspects of GN9:

- Paragraph 2.5 of GN9 requires the actuary to state the Minimum Funding Requirement (MFR) funding level. As the MFR does not apply to the LGPS, this report does not comply with paragraph 2.5 of GN9.
- Paragraph 2.6 of GN9 requires the actuary to report on the value of the liabilities that would arise had the Fund wound up on the valuation date (based on the cost of buying out the accrued benefits with insurance policies). As the LGPS is a statutory scheme, there is no regulatory provision for scheme wind up and the scheme members have a statutory right to their accrued benefits. Therefore the concept of solvency on a buy-out basis does not apply to the Fund. Accordingly, this report does not comply with paragraph 2.6 of GN9.

1.16 The Government's recent legislation relating to employers' obligations on the voluntary termination of their pension schemes, known as the Debt on Employer regulations, does not apply to the LGPS. The Government's new safety net system from April 2005, the Pension Protection Fund, also does not apply to the LGPS. We assume that all employers will be able to fulfil their obligations to pay contributions certified in this report. To the extent that any employer defaults on its contributions whilst the Fund is in deficit, another employer or employers in the Fund will bear any shortfall.

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- 1.17 The membership and accounting data has been provided by the Administering Authority. We have carried out a number of reasonableness checks on the quality of the membership data and compared it to the accounting information provided. The level of contributions and pension payments were consistent between the two data sources. The final membership data used for the valuation includes a number of small amendments. We are satisfied that the data used in our calculations provides a sound platform for the valuation.
- 1.18 Since the previous valuation, the Administering Authority has been carrying out a data cleaning exercise. This involved amending the in-force membership data as at 31 March 2002. The effect of this on the 2002 valuation results was an improvement in the funding level of 3 percentage points and a slight increase in the assessed cost of future service benefits. As the data cleaning process is ongoing, there may be further adjustments in the 2008 valuation.

## **2. Fund and Benefit Information**

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### **Benefits and member contributions**

- 2.1 The principal elements of the benefit structure of the Fund are set out in the Regulations and are summarised in Appendix A. These benefits are common to all employers participating in the Fund.
- 2.2 There are a small number of discretionary powers, which may be exercised by the Administering Authority or by individual employers. The principal discretions are also summarised in Appendix A. With the exception of the employers' powers to augment benefits (normally on early retirement) we would not expect that the exercise of these powers would have a material effect on the valuation results.
- 2.3 Although the main benefits affecting our calculations remain unchanged since the previous valuation, there have been a number of amendments to the Regulations, under the auspices of the Government's Stocktake review of the scheme. The changes are summarised in Appendix A. The changes already made do not materially affect the results of our valuation.
- 2.4 However, the Government has issued draft amending regulations that remove the Rule of 85 for service after October 2006 in England and Wales. Similar proposals are expected in Scotland. These could reduce the cost of future service benefits. No allowance has been made in this valuation for the abolition of the Rule of 85.
- 2.5 Most employees contribute at the rate of 6% of pay, with a closed group of manual employees who joined before April 1998 contributing at the rate of 5% of pay. The employers meet the balance of the cost of the scheme.

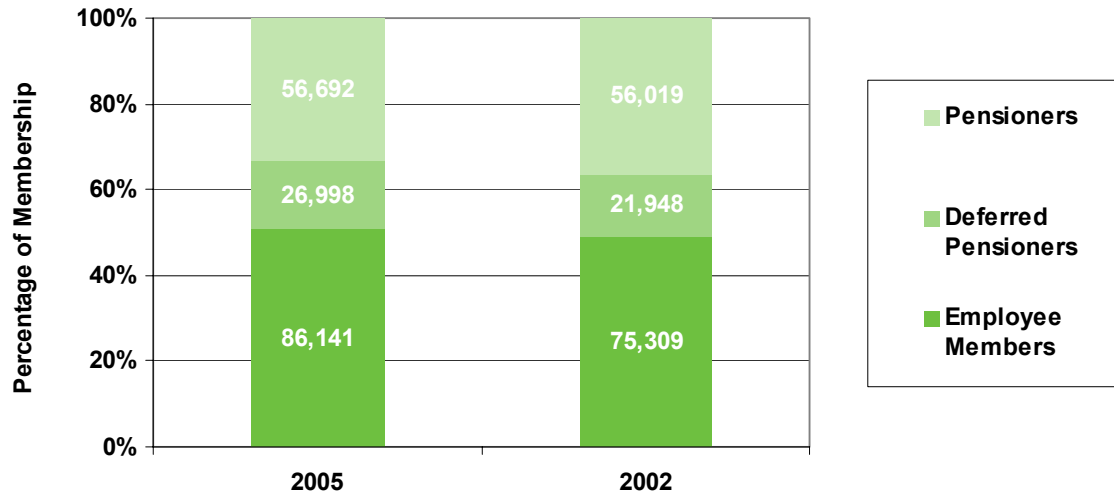
### **Fund membership**

- 2.6 The membership of the Fund as at 31 March 2005 and changes since the previous valuation are summarised in Appendix B for each membership category.
- 2.7 The chart on the following page illustrates the change in the structure of the Fund's membership between 2002 and 2005. Please note that the 2002 figures detailed in this section are based on the revised membership data, which was derived by "rolling back" the data provided for the current valuation as at 2005. This data was used to calculate an adjustment to the opening position as at 31 March 2002, which highlighted the effect of the Administering Authority's ongoing data cleaning exercise. The findings from this analysis were detailed in a separate report dated 8 November 2005 and also in our report setting out the provisional results of this valuation, dated 12 December 2005.
- 2.8 Within the membership categories, the proportion of part time members has increased (from 22% of the active membership in 2002 to over 25% as at 31 March 2005). Most of these members are female. This is consistent with our observation of our client funds in England and Wales when undertaking the 2004 valuations and has led us to propose different demographic assumptions for full-time and part-time members, as they exhibit materially different characteristics in terms of employment patterns and promotional salary experience.



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**Maturity Profile**



2.9 The change in the average ages of Fund members (weighted by salary/pension) over the intervaluation period is shown in the table below.

<b>Maturity Profile (All Employers Combined)</b>	<b>2005</b>	<b>2002</b>
Average Age (years):		
Employee Members	43.3	42.7
Deferred Pensioners	44.2	43.3
Pensioners	69.0	68.0
Average Age of Retirements over last 3 years (Age / Early)	59.8	58.9
Average Age of Retirements over last 3 years (Ill Health)	54.5	55.0
Average Age of Retirements over last 3 years (All Retirements)	58.6	57.2
Average Age Pensioner Deaths over last 3 years	76.2	75.0
Ratio of Pension Roll to Salary Roll	7%	6%
Anticipated Future Period as an Employee Member (years)	10.6	11.3

2.10 The above chart and table show that the Fund has matured, albeit to a relatively modest degree. The increase in the average age of employees is important as this affects the assessed cost of future service liabilities as well as the past service liabilities (the assessed cost increases with age).

2.11 The average age at death for pensioners has increased by just over one year. However, this is an aggregate figure and masks significant differences between different categories of pensioner.

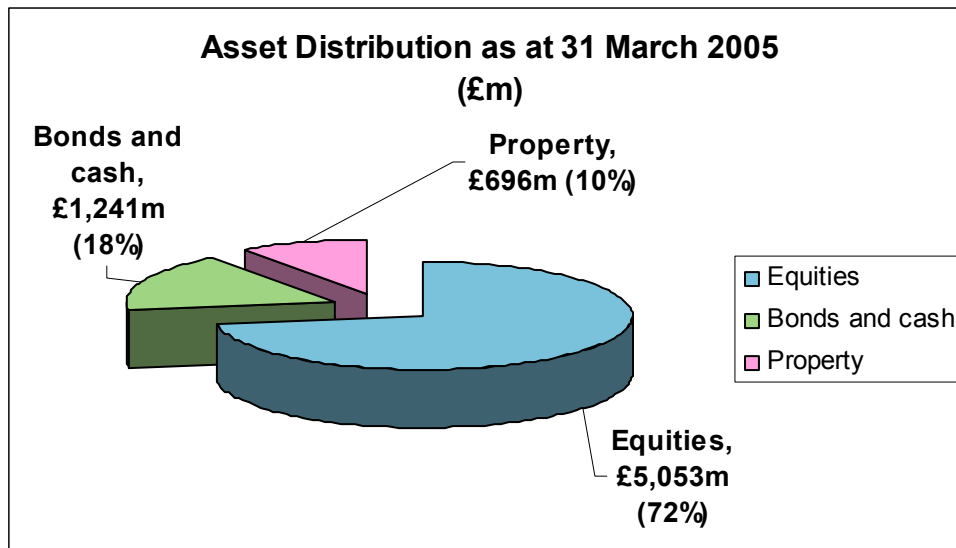
## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

### Individual Employer Information

- 2.12 Appendix B also shows the number of members of each of the participating employers and ex-employers as at the valuation date.

### Fund assets

- 2.13 The Administering Authority has provided copies of the audited accounts for the Fund for each of the three years from 1 April 2002. The consolidated Revenue Account is shown in Appendix C, together with our estimates of the implied return on the Fund assets in each of the three years calculated from the change in the market value of assets and net annual cashflows to the Fund.
- 2.14 The Fund's assets are invested by the Administering Authority. The market value of assets as at 31 March 2005 was £6,990m<sup>1</sup>. A simplified summary of the asset split is shown below. A more detailed breakdown of the Fund assets is provided in Appendix C.



- 2.15 The Fund does not formally segregate assets between participant employers. In calculating adjustments to the Common Contribution Rate for individual employers to reflect any 'peculiar' characteristics, we apportion assets to individual employers (or to pools of employers). We use a technique known as "analysis of surplus" to carry out this apportionment process. This process is summarised in the Funding Strategy Statement.
- 2.16 In order to derive the employer asset share in 2005, assets were apportioned to individual employers as at 31 March 2002 in proportion to their then accrued liabilities, valued on the assumptions used in the 2002 valuation (i.e. each employer was allocated assets equivalent to 108% of its accrued liabilities).

<sup>1</sup> excluding defined contribution AVC funds

### **3. Method and Assumptions for 2005 Valuation**

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#### **Methodology**

- 3.1 For this valuation, as for the previous valuation, we have adopted an approach that considers separately the benefits in respect of service completed before the valuation date (past service) and benefits in respect of service expected to be completed after the valuation date (future service). This approach enables us to focus on two results:
- The *past service funding level* of the Fund. This is the ratio of the value of the assets to the value of the past service liabilities, after making allowance for future increases to members' pay. A funding level in excess of 100% indicates a *surplus* of assets over liabilities and a funding level of less than 100% indicates a *deficit*.
  - The *future service funding rate* i.e. the level of contributions required from the employers to support the cost of benefits for future service.
- 3.2 For this valuation we have used the *projected unit method* with a one year control period to determine the cost of benefits accruing for the Fund as a whole and for employers who continue to admit new members. This means that the contribution rate is derived as the cost of benefits accruing to employee members over the year following the valuation date expressed as a percentage of members' pensionable pay/contributions over that period. The method of valuation has not changed since the previous valuation. A description of the valuation method is set out in Appendix D.
- 3.3 For employers who no longer admit new entrants, we have adopted the *attained age method*. This means that the contribution rate is derived as the average cost of benefits accruing to employee members over the period until they die, leave the Fund or retire. A description of this method is also set out in Appendix D.

#### **Actuarial Assumptions**

- 3.4 In our valuation, we must make assumptions about the factors affecting the Fund's finances such as inflation, pay increases, investment returns, how long members will live, staff turnover etc in order to place a value on the liabilities.
- 3.5 The future level of pay increases will determine the level of benefits to be paid in future in respect of active members and the contributions received by the Fund. Once in payment, pension benefits are increased annually in line with the headline RPI index<sup>2</sup>.
- 3.6 The cost of providing benefits depends not only upon the amount but also the *incidence* of benefits paid i.e. at what point in the future benefits begin to be paid and for how long they continue to be paid.
- 3.7 As contributions are being invested now to provide for benefits payable in the future (i.e. the benefits are being "pre-funded") part of the cost of providing the benefits can be met from investment returns achieved by the Fund's assets that build up from contributions. The higher the rate of return achieved by the assets, the lower the contribution requirement that has to be paid in future to meet the cost of the benefits.

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<sup>2</sup> in line with the Pension (Increases) Act 1971, lower increases can apply to Guaranteed Minimum Pensions.

## Strathclyde Pension Fund *Actuarial Valuation as at 31 March 2005*

- 3.8 The assumptions adopted at the valuation can therefore be considered as:-
- the demographic (or statistical) assumptions, which generally speaking are estimates of the likelihood of benefits and contributions being paid; and
  - the financial assumptions such as future levels of inflation or salary increases which determine the amount of benefits and contributions payable. The assumed future rate of investment return is used to discount future benefits and contributions to obtain their current or present value.
- 3.9 The key assumptions have been discussed with the Administering Authority. A summary of the assumptions used is included in Appendix E.

### **Financial Assumptions**

- 3.10 Since we have taken assets into account at their market value it is appropriate for us to take our lead from the market when setting the financial assumptions used to value the ongoing liabilities, to ensure consistency of the asset and liability valuation bases. The key financial assumptions are:
- future levels of price inflation;
  - future levels of real pay increases – i.e. over and above price inflation; and
  - the discount rate (investment return) that is applied to future cashflows to determine their present value<sup>3</sup>.
- 3.11 We have derived our discount rate as the expected future rate of investment return from the broad categories of assets held by the Fund. In deriving this assumption we have considered what additional returns might reasonably be expected from the Fund's investments over and above the minimum risk rate of return on Government bonds.
- 3.12 We have agreed with the Administering Authority to anticipate long term outperformance from the Fund's equity investment of 2% a year (i.e. 2% per annum in excess of the return on Government bonds). Property is anticipated to outperform gilts by 1% a year and corporate bonds to outperform by 0.5% a year.
- 3.13 The key financial assumptions for the current valuation and previous valuation as at 31 March 2002 are set out below. The figures marked "real" are net of assumed price inflation.
- 3.14 The past service results for Council employers include an allowance for the possible effect of future equal pay settlements. However, no adjustment has been made to the real salary growth assumption to allow for this or for job evaluation or the implementation of "single status". The actual effect of these changes will be allocated to the individual Councils at the 2008 and future valuations once the financial impact is known.

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<sup>3</sup> For this valuation we have used the same discount rate for past and future liabilities. This is the same approach as used in the previous valuation.

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Financial Assumptions	Mar 2005		Mar 2002	
	% p.a. Nominal	% p.a. Real	% p.a. Nominal	% p.a. Real
Minimum Risk rate of return	4.7%	1.8%	4.9%	2.3%
Anticipated extra long-term return from:				
Equities	2.0%		1.6%	
Property	1.0%			
Corporate Bonds	0.5%		0.5%	
Overall anticipated long term return from:				
Equities	6.7%	3.8%	6.5%	3.9%
Property	5.7%	2.8%		
Bonds (50% gilt 50% corporates)	5.0%	2.1%	5.2%	2.6%
<b>Discount Rate (75% equity 10% property 15% bonds)</b>	<b>6.3%</b>	<b>3.4%</b>	<b>6.2%</b>	<b>3.6%</b>
<b>Pay Increases</b>	<b>4.4%</b>	<b>1.5%</b>	<b>4.1%</b>	<b>1.5%</b>
<b>Price Inflation/Pension Increases</b>	<b>2.9%</b>	<b>-</b>	<b>2.6%</b>	<b>-</b>

The yields as at 31 March 2002 were "smoothed", i.e. based on an average over the twelve months to the valuation date. The assumptions as at 31 March 2005 are "unsmoothed" i.e. they represent the "spot rates" as at the date of the valuation. This approach is in agreement with the Funding Strategy Statement.

### Demographic Assumptions

- 3.15 We have recently carried out a major investigation into the demographic experience of Scottish LGPS pensioners and other demographic experience for English and Welsh funds. We have used the assumptions derived from this study for this valuation, adjusted where appropriate in line with the Fund's experience and the Administering Authority's funding strategy. Details of these are included in Appendix E. The assumptions adopted at the previous valuation are shown in the report on that valuation.
- 3.16 Our aim is that the demographic assumptions should be as close to best estimates as is practicable. (The *prudence* required under the Funding Strategy Statement is delivered by reducing the anticipated return from the Fund's equity investments.)
- 3.17 We assume that benefits are drawn from the earliest age that each individual can retire without a reduction to their pension and without requiring the consent of their employer. This is consistent with the strain factors used for redundancy or efficiency early retirements. If, in practice, retirement occurs later than the earliest age, the funding level will improve.
- 3.18 In light of recent evidence of quickening life expectancy improvements and with the agreement of the Administering Authority, we have made an allowance for expected future improvements in longevity after retirement. Consequently, our assumptions allow for mortality projected to 2015 for non-pensioners, in line with standard actuarial tables PMA92 and PFA92. In addition, we have amended some of our other demographic assumptions in order to reflect the results of our demographic experience analysis across our clients in 2002. We have adopted a separate set of assumptions for ill health retirements in respect of part-time members, following our observation of fewer such retirements amongst these members in comparison to full time members. This differs from our approach at the previous valuation, where we adopted a single set of assumptions in respect of ill health retirement for all employees. However, we have maintained the same set of assumptions in respect of withdrawals as that adopted at the previous valuation, since our observation across other clients of increased levels of early leavers was not mirrored by the particular experience of the Fund.

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- 3.19 Reducing the assumption for future ill health retirements amongst part time members will have a positive impact on the Fund, as these benefits are more expensive to fund than those granted upon normal retirement. However, adopting a set of mortality assumptions for non-pensioners which reflect the expected future improvements in longevity will have a negative impact. Taken as a whole, the change to the demographic assumptions has slightly decreased the value placed on the past service liabilities and slightly decreased the assessed cost of future service benefits.

### **Comments on the Valuation Assumptions**

- 3.20 There is a broad spectrum of potentially acceptable valuation assumptions.
- 3.21 In our opinion, the assumptions adopted for this valuation lead to an assessment of the financial position of the Fund and the long-term cost of providing the benefits for future service that just falls into the more prudent half of the spectrum.
- 3.22 Expectations of future inflation (as implied by gilt markets) have risen since the 2002 valuation (from 2.6% a year to 2.9% a year). This leads to a higher cost of expected future benefits. The anticipated rate of return from Fund's assets described in section 3.12 leads to a slightly higher discount rate (relative to Government bonds) than in 2002. This reduces the values placed on the liabilities and the assessed cost of future service benefits.
- 3.23 Although the valuation basis falls into the more prudent half of the spectrum, it is less prudent than that adopted for the previous valuation carried out as at 31 March 2002. Therefore, there are fewer margins to protect employers from further contribution rises if future experience is worse than assumed. Section 6 describes how future valuation results may be affected if the actuarial assumptions are not borne out in practice. We recommend a programme of actively monitoring the developing funding position of the Fund and the potential impact on future employer contributions.
- 3.24 Moreover, if future experience is better than assumed in this valuation, we would recommend that the opportunity is taken to rebuild prudential margins within the financial assumptions. That is, that there should be no expectation of employer contribution reductions if experience is better than assumed between 2005 and 2008.

### **Assets**

- 3.25 We have taken the assets of the Fund into account at their market value as indicated in the Fund accounts for the period ended 31 March 2005. This is consistent with the approach of valuing the liabilities by reference to spot market conditions on the valuation date.
- 3.26 The approach taken to valuing the Fund's assets has been changed since the previous valuation, where a smoothed market value was used (although due to market conditions at the time of conducting the previous valuation the asset value was actually taken as the market value).
- 3.27 The assets of the Fund include additional voluntary contributions (AVCs) paid by members. In some cases, these AVCs are paid on a money-purchase basis, where the accumulated funds are applied at retirement to purchase benefits for the members from the Fund, or via an insurance company. In our valuation we have excluded these assets and the corresponding liabilities.



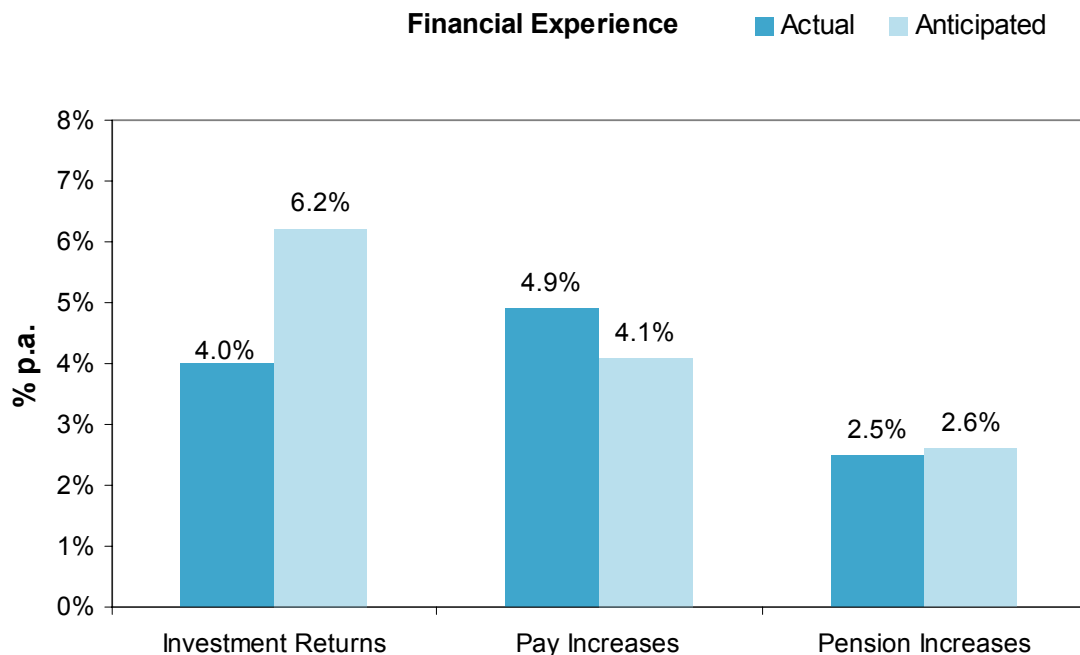
## 4. Experience since 2002

### Results of 2002 Valuation

- 4.1 In the previous valuation of the Fund, the assets were valued at £6,050m and the past service liabilities on the ongoing basis amounted to £5,594m, equating to a funding level (ratio of assets to liabilities) of 108%.

### Financial Experience

- 4.2 The chart below shows the actual financial experience of the Fund during the intervaluation period compared to the assumptions adopted at the 2002 valuation:



The figures for pay increases exclude any allowance for increments and promotional pay increases. These are included within separate promotional salary scale assumptions (see Appendix E).

- 4.3 The principal conclusions are:
- Investment under-performance relative to the anticipated returns built into the 2002 valuation of liabilities dominates.
  - Nominal investment returns only averaged 4.0% a year over the three year period to 31 March 2005, and 1.5% a year in real terms. This was 2.2% a year less than that assumed at the 2002 valuation, leading to an expected reduction in the funding level on a like for like basis of around 7 percentage points for this factor alone.

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- Pay increases over the intervaluation period were greater than expected in both nominal and real terms.
- Price inflation was relatively benign, with headline RPI only rising by 7.8%, or 2.5% a year.

- 4.4 At the previous valuation, the employer share of the cost of future service benefits was calculated to be 245% of employee contributions. Employer contributions were stepped up to 250% of employee contributions over the three years from 1 April 2003. As a result, employer contributions were less than the cost of benefits accruing over the inter valuation period.
- 4.5 Overall, the financial experience of the Fund during the intervaluation period compared to the assumptions adopted at this valuation was a negative factor during the intervaluation period.

### Demographic Experience

- 4.6 The impact of the variation in experience relative to the demographic assumptions adopted at the previous valuation, taken as a whole, has been a positive factor for the Fund.

### Employee Members

- 4.7 The table below shows the key items of experience for active members. The expected figures are based on our 2002 assumptions. (Our approach to setting the demographic assumptions for this valuation is explained in Section 3.)

	Actual	Anticipated	% Diff
Early Leavers	12,703	15,602	-19%
Deaths	339	454	-25%
Ill Health Retirements	1,242	2,080	-40%
Early Retirements	1,254	-	

- 4.8 There were significantly fewer employee members leaving the Fund with deferred benefits or a refund of contributions than anticipated by the 2002 valuation assumptions. This shortage of “withdrawals” has had a negative impact on the funding level, as the benefits for early leavers are linked to price inflation rather than salary inflation and hence have a lower assessed value.
- 4.9 The number of ill-health early retirements was lower than expected at an aggregate level although this may mask differences in experience between employers. The lower than expected number of ill-health early retirements will have improved the funding level relative to that in 2002. For the 2005 results we have made allowance for fewer ill-health retirements than in the 2002 valuation in respect of part-time members. This has released some reserves and served to reduce the future service rate.

### Pensioner Mortality

- 4.10 Pensioner mortality was slightly heavier (more deaths) than expected on our 2002 valuation assumptions. However, we observed significant differences in mortality between former officer and former manual workers as well as between age and ill-health retirees. The assumptions used in the 2005 valuation make allowance for these differences. Pensioner mortality has had a slightly positive effect on the valuation results.



**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**5. Valuation Results**

**Past Service Position**

5.1 One of the key funding objectives of the Fund, described in Section 3, is to build up sufficient assets to provide adequate security for members' benefits as they accrue: in other words, to target a funding level of at least 100%. The funding position as at 31 March 2005 is below this target, as shown in the table below.

<b>Accrued (Past Service) Liabilities</b>	<b>£m</b>
Value on minimum risk rate of return:	
Employee Members	5,588.1
Deferred Pensioners	817.3
Pensioners	3,146.6
<b>(a) Total</b>	<b>9,552.0</b>
Less Credit for Anticipated Future Excess Returns:	
Employee Members	(1,606.0)
Deferred Pensioners	(244.4)
Pensioners	(466.4)
<b>(b) Total Credit for Anticipated Future Returns</b>	<b>(2,316.8)</b>
Net Value after Credit for Future Excess Returns:	
Employee Members	3,982.1
Deferred Pensioners	572.9
Pensioners	2,680.2
<b>(a)-(b) Total Net Liabilities</b>	<b>7,235.2</b>
<b>Assets</b>	
Market Value of Assets	6,989.6
Contributions due for augmentations/redundancies	15.8
<b>Total Value of Assets</b>	<b>7,005.4</b>
<b>Surplus (Deficit)</b>	<b>(229.8)</b>
Funding Level	96.8%

5.2 It should be noted that the market value of both assets and liabilities may be volatile. The results of this valuation show only a snapshot of the funding level of the Fund as at 31 March 2005 and this result should be seen in the context of market levels before and since then.

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

5.3 The past service funding level of the Fund has declined since the previous valuation. The main reasons for this are:

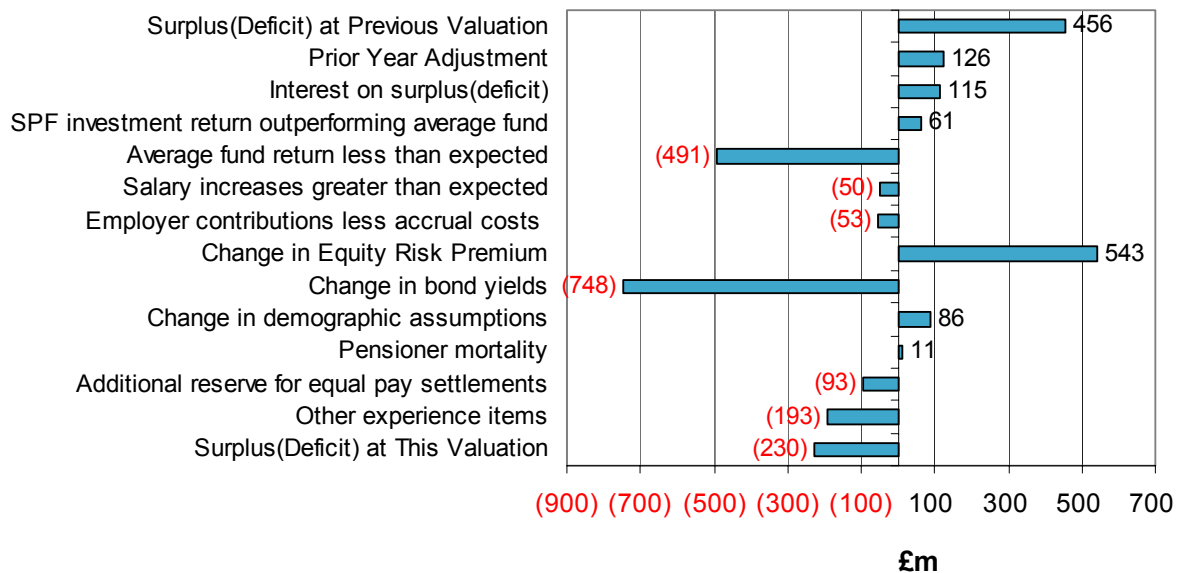
- the lower return on Fund assets over the period since the previous valuation relative to the rate required to keep pace with the liabilities;
- fewer numbers of early leavers than anticipated;
- changes to the financial assumptions, notably the fall in real gilt yields; and
- the phasing-in of employer contribution increases, which meant that contributions were less than the cost of benefits accruing.

These losses have been partially offset by:

- release of contingency reserves as a result of data cleansing exercise;
- fewer ill-health retirements than anticipated;
- an increase in the allowance for asset out-performance relative to gilt yields; and
- the overall effect of changes to the demographic assumptions.

5.4 The net effect of the gains and losses listed above are summarised in the chart below.

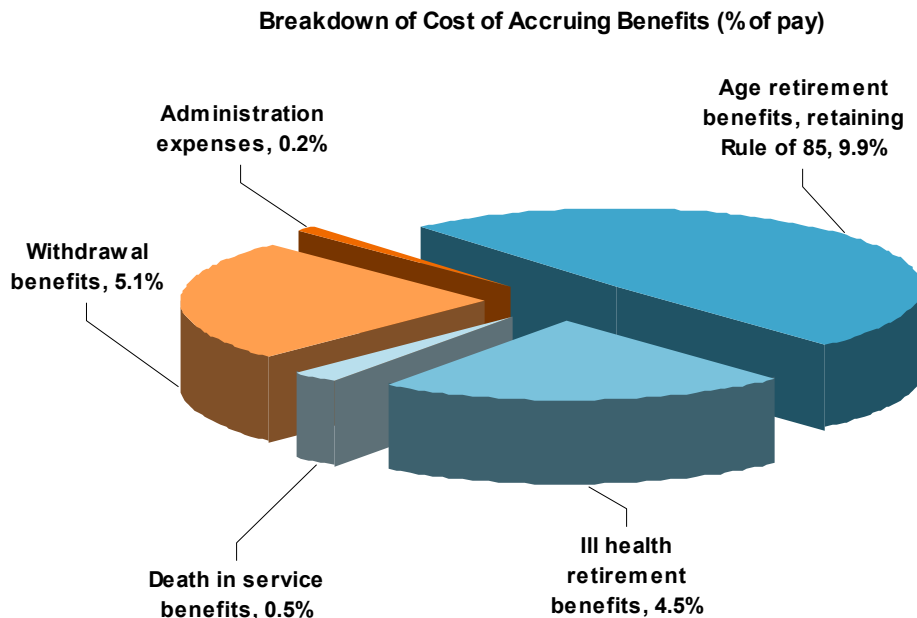
### Reconciliation of Opening and Closing Position



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

### Future service

- 5.5 We have calculated the combined employers' long-term future service contribution rate to be 14.3% of pensionable pay (equivalent to 245% of employees' contributions). This represents the contributions required, in excess of members' contributions, to provide for benefits accruing to existing members over the year following the valuation date. It includes an allowance for expenses and lump sum death in service benefits. It is the rate that would, if our assumptions were borne out, apply to service following the valuation date if there were no past service surplus or shortfall in the Fund.
- 5.6 This rate has been calculated using the Projected Unit Method. Contributions for employers who no longer admit new entrants are calculated using the Attained Age Method, which generally produces a higher contribution rate.
- 5.7 A split of the cost of future service benefits, *including members' contributions*, is shown in the chart below.



- 5.8 The employers' future service contribution rate of 14.3% of pensionable pay (equivalent to 245% of employee contributions) can be compared with the rate revealed by the previous valuation of 14.4% of pensionable pay. The slightly lower rate revealed by this valuation is principally due to net effect of:
- the reduction in real gilt yields; and
  - the increased allowance for future longevity improvements; marginally outweighed by
  - changes to the pre-retirement demographic assumptions; and
  - a higher allowance for asset out-performance relative to gilts.

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

### Contributions payable

- 5.9 The common contribution rate payable is the cost of future benefit accrual, increased by an amount to bring the funding level back to 100% over a period equal to the remaining working lifetime of employee members (10.6 years) as set out in the Funding Strategy Statement. In order to achieve some stability of contributions, the required contribution increases may be phased in over a period of three years.
- 5.10 The employer common contribution rate based on the funding position as at 31 March 2005 is as follows:

<b>Employer Contribution Rates</b>	<b>% of payroll</b>	<b>% of Employee</b>
Future Service Funding Rate	14.3%	245.0%
Past Service Adjustment - spread over WLT (10.6 yrs)	1.6%	30.0%
<b>Total Common Contribution Rate</b>	<b>15.9%</b>	<b>275.0%</b>

### Rule of 85

- 5.11 We have not anticipated any savings from the abolition of the Rule of 85, which may occur for service after October 2006. There would be no effect on the past service position. However, the future service rate could fall by around 2% of pay for the typical employer if no transitional protection was provided. If the future service of staff close to retirement is unaffected (staff aged 60 by 2013 may be protected) then the savings would be smaller initially. Given the uncertainty as to whether the benefit changes will be implemented and the current funding level being below 100%, it does not appear appropriate to anticipate such savings.

### Individual Employer Rates

- 5.12 At the 2002 valuation there were no individual adjustments to the common contribution rate, as agreed with the Administering Authority. At this valuation, after discussions with the Administering Authority, we have calculated individual adjustments for an identified group of employers. This group is principally comprised of those employers who have closed to new entrants (or have placed a restriction on the number of potential new entrants) and also any employers who have been involved in a substantial bulk transfer. The individual rates reflect the maximum deficit recovery period set out in the FSS for each category of employer. Employers may pay contributions above the certified minimum rate if they wish. Any additional contributions will be credited to them at the next valuation.

### Her Majesty's Revenue & Customs Surplus Test

- 5.13 We have investigated the position of the Fund as at 31 March 2005 on the method and assumptions prescribed under legislation for controlling pension scheme surpluses. Our calculations reveal that the Fund did not have any "excessive" surplus as at 31 March 2005.
- 5.14 The Government has indicated its intention to remove the requirement for the Surplus Test with effect from 6 April 2006.



## **6. Influences on Future Funding**

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- 6.1 The Funding Strategy Statement provides a framework for the Administering Authority to assess its funding risks. The figures and comments in this section are intended to help put the valuation results shown in Section 5, which are critically dependent on the actuarial assumptions (described in Section 3), into context. Results of future valuations will also depend on the assumptions made at those times. Over time, the funding position and the contributions required will vary depending on actual future experience and whether this matches the assumptions made. This section discusses the potential implications of the actuarial assumptions not being borne out in the future.
- 6.2 Whilst the objective of targeting a funding level of 100% on a less prudent basis than in 2002 and the decision to allow employers to phase in contribution rates over a period of up to three years help to achieve a degree of stability of employer contributions in the short-term, it could lead to less stable (higher) employer contributions in the future.
- 6.3 The results of future valuations will depend on the assumptions made at those times. Over time, the funding position and the contributions required will vary depending on actual future experience and whether this matches the assumptions made. This section discusses the potential implications of the actuarial assumptions not being borne out in the future.
- 6.4 The assumption to which the valuation results are most sensitive is that relating to future investment returns (the discount rate), particularly if the Fund's investment strategy is not a close match for the liabilities. Another key assumption to which the valuation results are particularly sensitive is that relating to future mortality, or longevity. The effects of future unexpected changes in mortality, and of other risks and sensitivities, are discussed later in this section.

### **Investment strategy**

- 6.5 A defined benefit pension promise, being a promise to pay an income to a member in retirement, is analogous to a bond, which is an obligation to pay an income to the investor (plus repayment of capital).
- 6.6 Thus for the LGPS the investments that most closely match the liabilities are long-dated index-linked bonds. By "matched" we mean that the financial influences that affect the asset value have a similar effect on the liabilities.
- 6.7 The Administering Authority has adopted an investment strategy that includes broadly 75% invested in equities, 15% invested in bonds and 10% invested in property.
- 6.8 The financial assumptions used in the valuation are set by reference to the redemption yield available on gilts of appropriate term, having regard to the Fund liabilities. In addition, we have made an allowance for the excess return that may be expected to be earned on a diversified portfolio of investments, which includes equities and property. However, no explicit account is taken of the additional risks involved in investing in assets that are not a close match to the ongoing liabilities.

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6.9 If the assets of the Fund were invested wholly in gilts selected such that the cashflows closely match the pattern of benefits expected to be paid from the Fund, ("the Minimum Risk" portfolio), then the valuation results would be broadly<sup>4</sup> as follows.

<b>Accrued (Past Service) Liabilities</b>	<b>£m</b>
Value on minimum risk rate of return:	
Employee Members	5,588.1
Deferred Pensioners	817.3
Pensioners	3,146.6
<b>(a) Total</b>	<b>9,552.0</b>
Total Value of Assets	7,005.4
<b>Surplus (Deficit)</b>	<b>(2,546.6)</b>
Funding Level	73.3%

<b>Employer Contribution Rates</b>	<b>% of payroll</b>
Future Service Funding Rate	23.3%
Past Service Adjustment - spread over WLT (10.6 yrs)	16.0%
<b>Total Common Contribution Rate</b>	<b>39.3%</b>

6.10 The main differences between these results and those on the ongoing basis as reported in Section 5 are as follows:

- it is necessary to hold more money in the Fund now to meet the past service benefits as a result of the lower discount rate (which in turn reflects the lower expected investment return on the "Minimum Risk" portfolio); and
- an increase in the employers' contribution rate is needed to meet the cost of the accruing benefits as it is assumed that lower returns will be achieved in the future.

6.11 Note that material residual risks would remain even if the investment policy followed the "Minimum Risk" portfolio. For example, it may not be possible to buy bonds of long enough duration, meaning that there would be uncertainty associated with the returns available on future investments. Our valuation above does not include any explicit contingency reserves in respect of these risks.

***Appropriateness of investment strategy***

6.12 The degree of mismatch between the actual investment strategy, which includes significant investment in equities and property, and the minimum risk strategy is significant. As a result the funding level in the Fund will vary considerably if the returns achieved on equities and bonds diverge.

<sup>4</sup> We discounted the liabilities falling due at all future durations at the minimum risk rate of return of 4.7% a year. In practice, the returns available on different bonds vary with the term of the bond.



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

### Sensitivity Analysis

6.13 The valuation results are particularly sensitive to the assumed rates of future investment return. If future investment returns are less than expected, for example due to falls in equity markets or falls in long term rates of interest, the funding level will deteriorate. To illustrate the sensitivity of the funding level to changes in equity and bond markets, we have considered the impact of the following events occurring soon after 31 March 2005:

- a) Equity-type investments (UK and international equities) fall by 25%, with no change in gilt (or property) values or yields; or
- b) The price of bonds rise such that there is a 1% fall in the nominal annual redemption yields available on fixed interest gilts and a 0.5% fall in the real annual yield available on index-linked gilts, with no change in equity prices or dividend yields, or property values or yields.

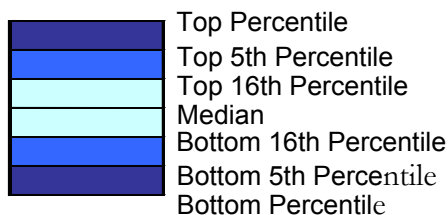
6.14 The table below shows the results that would arise for the whole fund if those events occurred soon after 31 March 2005.

Past Service Funding Levels (FL) (% of Liabilities)	Stable markets change	(a) Equities fall		(b) Bonds rise	
		New FL	Change	New FL	Change
	(i)	(ii)	(iii)=(ii)-(i)	(iv)	(v)=(iv)-(i)
Ongoing valuation (2% ERP)	97%	79%	(18%)	83%	(14%)
Minimum Risk Bond Returns	73%	60%	(13%)	70%	(3%)

6.15 The scenarios illustrated are by no means exhaustive and should not be taken as the limit of how extreme future experience could be. The impact on individual employers could be different to the Fund as a whole, for example the funding level for less mature employers would be more greatly affected by changes in bond yields than for more mature employers.

6.16 We have also considered the inter-dependency of equity and gilt asset classes within our stochastic asset model to illustrate the spread of potential returns. There are no margins for prudence taken in setting the parameters of the model. The mean additional return from equities relative to gilts is assumed to be 3% a year.

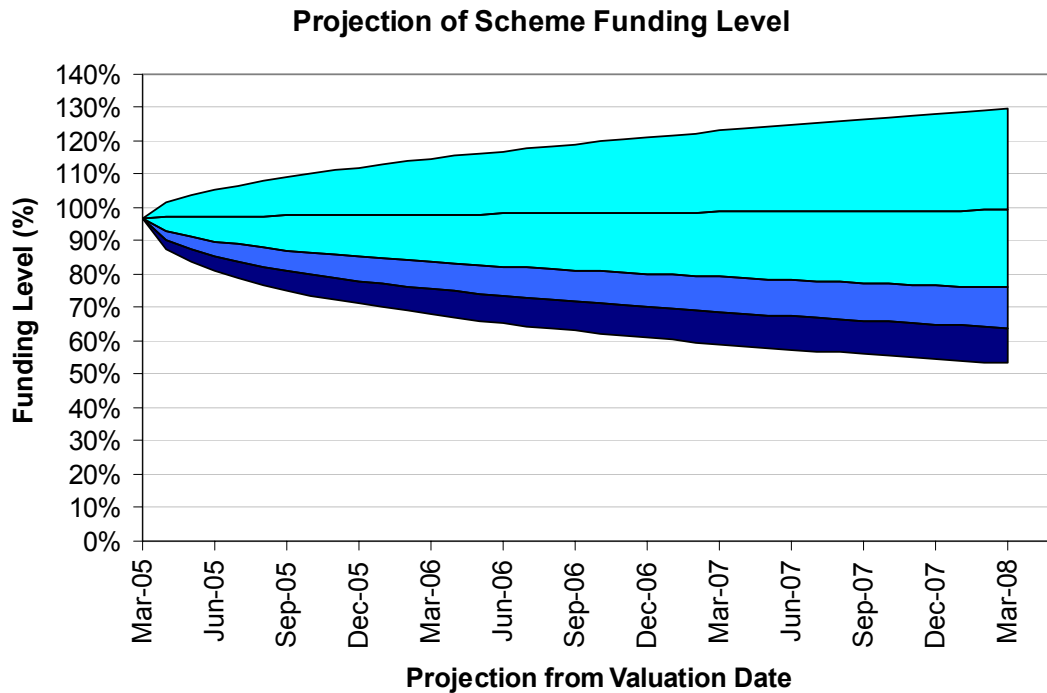
6.17 The charts below use the following colour scheme<sup>5</sup>:



<sup>5</sup> Please note that we have not shown the best 16% of the distribution of outcomes. This is because we have also not shown the bottom 1%. In broad terms, we estimate that you would have to give up the top 16% to protect yourself from the bottom 1% if you sought to purchase derivatives.

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

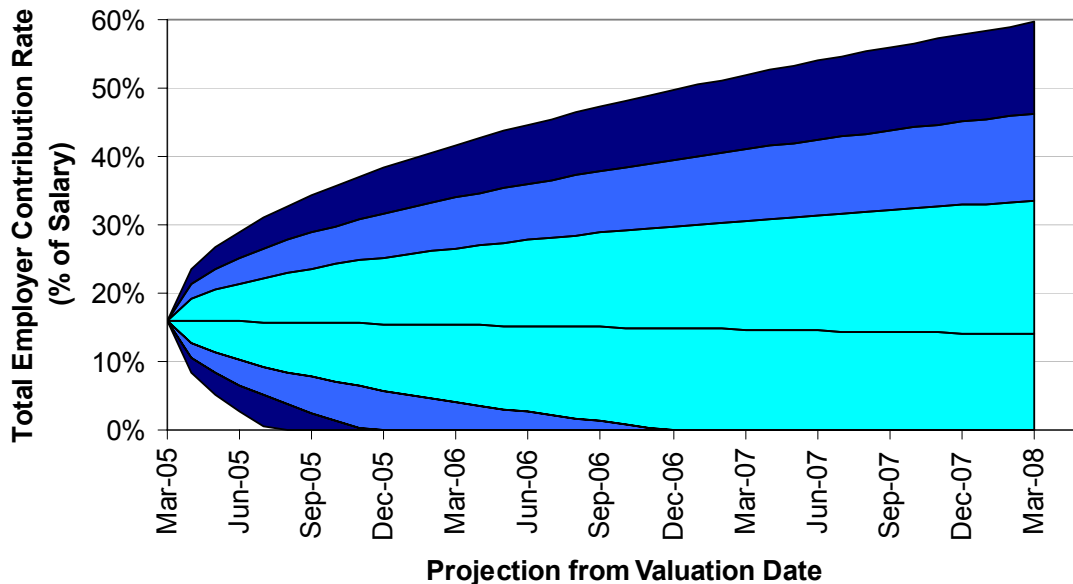
- 6.18 The first chart illustrates how the funding level for the whole Fund might vary from this valuation date to the next valuation in 2008, allowing for the volatility of different asset classes. No allowance is made for any change in the valuation basis. The turquoise area represents the outcomes that have a roughly 68% chance of occurring, so there is broadly a two in three chance of the funding level being between 75% and 130% at the 2008 valuation. There is a 16% chance of the funding level being less than 65%. The opportunity for investment growth comes with a potentially significant downside risk.



- 6.19 The second chart illustrates how the common contribution rate for the whole Fund might vary from this valuation date to the next valuation in 2008, (as a percentage of payroll). The dispersion of results for individual employers could be much greater depending on their maturity position.



**Projection of Common Contribution Rate  
(Deficit Spread over payroll over 10.6 years)**



6.20 Here the turquoise area again represents the outcomes that have a 68% chance of occurring, so there is a two in three chance of the common contribution rate being between 0% and around 33% of payroll in the 2008 valuation. There is also a non-trivial likelihood (around 16%) of the contribution rate being in excess of 33% of payroll. The reason for the wide spread is the volatility of the predominantly equity investments of the Fund.

**Investment Returns Required to Maintain 2005 Deficit**

6.21 The allowance for expected equity outperformance used for this valuation is more optimistic than in 2002. This raises the bar for the asset returns required in order to maintain the funding level at its current level. The value placed on liabilities anticipates a return on assets of 6.3% a year. However, as the funding level is 97%, the actual return required on the assets held by the Fund to ensure the deficit does not get any larger (in monetary terms) is 6.5% a year assuming no additional contributions are paid to recover the deficit.

6.22 The Administering Authority commissioned an asset-liability study and reviewed its investment strategy. Following the results of this study and having taking appropriate professional advice, the Administering Authority is not proposing any change to its overall strategic asset allocation in the short-term. We recommend that the Administering Authority keeps its investment strategy under review in light of:

- the lower funding position revealed by this valuation;
- the reduced prudential margins built into the reserving for liabilities;
- the increased sensitivity of results to interest rate changes following a fall in funding levels and longer deficit spreading periods;

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- the capacity of employers to be able to absorb further contribution rises if future experience is worse than assumed; and
- any differences in the profile of employers' liabilities or terms of participation, for example the fact that Best Value Admission Bodies participate on different terms to other employers.

### **Other risks and sensitivities**

- 6.23 The valuation results do not include explicit contingency reserves for other unexpected non-investment related financial and demographic effects.

### **Longevity**

- 6.24 The valuation results are very sensitive to unanticipated changes in future expected mortality of pensioners. Future life expectancy is uncertain. Recent medical advances, changes in lifestyles and generally greater awareness of health-related matters have resulted in longevity improving in recent years at a faster pace than most experts had foreseen. It is unknown whether such improvements will continue in the future. Certain factors, such as advancements in genetic medicine, would point towards even greater improvements in longevity in the future; conversely, the increase in childhood obesity may result in a decline in longevity in future generations.
- 6.25 The mortality basis adopted for this valuation has been calibrated against recent mortality experience of pensioners in similar local authority funds. Whilst allowance has been made for future improvements in life expectancy based on standard actuarial tables, no allowance has been made for the accelerated improvements which have been observed in life office annuitants born around 1926 (the so-called "cohort effect"). Insurance companies and many private sector pension schemes do include allowance for the cohort effect in reserving for their pension liabilities.

### **Changes to Profile of Liabilities**

- 6.26 Future results could also be affected by changes to the profile of the liabilities. For example:
- a rise in average age of employees would lead to the future service rate rising under the Projected Unit Method;
  - if deficits are recovered by contributions expressed as a percentage of payroll (or employee contributions), a fall in the payroll of an employer would lead to any deficit being recovered more slowly, and therefore a rise in future contributions (in order to counter this, deficit contributions may be expressed as monetary amounts); and
  - the insolvency of an employer whilst the funding of its liabilities is in deficit, or the departure of an employer without making good any funding shortfall, would lead to greater costs for one or more of the other employers.

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***Variations between Other Assumptions and Experience***

- 6.27 The other main assumptions, to which the valuation results are sensitive, together with their associated risks, are described below.
- *Pay increases:* if increases in pensionable pay are higher than assumed, the funding position will deteriorate (this may be a particular risk for Council employers implementing single status pay regimes, particularly if the revised pay structure leads to higher rates of pensionable pay for employees with long service);
  - *Pension increases:* if pension increases are higher than assumed, the funding position will deteriorate;
  - *Withdrawals:* if fewer active members withdraw from pensionable service (with refunds of contributions or deferred pensions) than assumed, the funding position will deteriorate; and
  - *Ill-health retirements:* if more members retire early on ill-health grounds, and/or retire at a younger age than assumed, the funding position will deteriorate unless the employer makes additional payments.

## **7. Post-Valuation Events**

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- 7.1 From 1 April 2005 to 28 February 2006, UK equity markets (as measured by the FTSE All Share Total Return Index) rose by around 23% and overseas equity markets (as measured by the FTSE All World Ex UK Total Return Index) rose by close to 30%. Other asset classes also performed well over the period. Assuming aggregate Fund returns of 20% over the period, compared to the 5.8% interest on the liabilities (6.3% p.a. for 11 months), would contribute to an improvement in the funding level of around 13 percentage points.
- 7.2 However, since the valuation date, real index-linked gilt yields have fallen considerably, from 1.7% p.a. to 0.9% p.a. as at 28 February 2006<sup>6</sup>. This will lead to a substantial rise in the assessed value of the past service liabilities, of around 12%.
- 7.3 Overall, the funding level is likely to be broadly unchanged. However, the fall in gilt yields will also have an effect on the assessed cost of future service benefits and could add 3% of payroll to the employer share of the cost for the Fund as a whole (equivalent to approximately 50% of employees' contributions).
- 7.4 The common contribution rate, based on market conditions as at 28 February 2006, on the basis set out in the FSS, would then be approximately 3% of payroll (50% of employees' contributions) higher than the results of the 2005 valuation. If market conditions do not improve (in particular if there is not an increase in real bond yields), and there is no compensating change in the benefits then further contribution rises seem likely following the 2008 valuation.
- 7.5 If the Rule of 85 is abolished as anticipated for service from October 2006 this would reduce the assessed cost of future service benefits by around 2% of pay, equivalent to 35% of employees' contributions (with transitional protection as originally implemented in England and Wales).
- 7.6 On balance, we do not consider that events since the valuation date warrant any adjustment to the contribution rates recommended based on data and conditions as at 31 March 2005.

### **Ongoing Risk Management**

- 7.7 The FSS sets out the Administering Authority's risk management programme as it relates to the funding of the Fund. This includes monitoring of the funding level on at least an annual basis.

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<sup>6</sup> As measured by the FTSE Actuaries Index-Linked Gilts (3% Inflation) Over 15 Year Index



## **8. Conclusions and Recommendations**

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- 8.1 We have carried out this valuation in accordance with the Administering Authority's Funding Strategy Statement.

### **Whole Fund Position**

- 8.2 The valuation reveals that the ongoing funding level of the Fund on 31 March 2005 was 97%. The shortfall of assets compared to the past service liabilities was £230m.
- 8.3 The average cost of accruing benefits payable by the employers, including administration expenses and lump sum death in service benefits, is 14.3% of pensionable pay (equivalent to 245% of employees' contributions).
- 8.4 The shortfall of assets over the past service liabilities requires the employers' contribution rate to be increased by 1.6% of pensionable pay (30% of employees' contributions) if recovery of the deficit is targeted over a period of 10.6 years (equal to the remaining working lifetime of employee members). This results in a Common Contribution Rate of 15.9% of pensionable pay (275% of employees' contributions).

### **Employer Contribution Rates**

- 8.5 Individual adjustments to the Common Contribution Rate, specific to each employer, or group of employers, shall be paid by the employers with effect from 1 April 2006. These allow for the phasing in of contribution rises for some employers over up to three years, in accordance with the FSS.
- 8.6 To formally confirm these contribution rates, a Rates and Adjustment Certificate is included as Appendix G, detailing the minimum contribution rates and amounts for each employer after allowing for any individual adjustments. The Certificate details the contributions due in each of the three financial years from 2006/07.
- 8.7 Employers should pay additional sums to meet the capital costs of any early retirements using the methods and factors issued by us from time to time.
- 8.8 In addition, the Administering Authority may monitor ill-health experience and may ask employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.

### **Risk Management**

- 8.9 The valuation results are dependent on the valuation method and the actuarial assumptions (described in section 4). Section 6 discusses the key risks underlying the results and the assumptions to which the results are particularly sensitive and provides some illustration of how the Fund's funding position may change if the assumptions are not borne out in the future.
- 8.10 The valuation of liabilities anticipates returns of 6.3% p.a. assuming that the liabilities are fully funded. The shortfall of assets means that in order to ensure the deficit does not get any larger (in monetary terms and ignoring the effect of future accruals and contributions), it would be necessary to achieve average annual returns of 6.5%.

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- 8.11 Under the provisions of the Regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2008. In light of the uncertainty of future financial conditions we recommend that the financial position of the Fund and for individual employers is monitored by means of interim funding reviews in the period up to the next triennial valuation. This will give early warning of changes to funding positions and possible contribution rate changes.
- 8.12 We recommend that the Administering Authority continues to keep its investment strategy and ongoing risk management programme under review.

**New Employers Joining the Fund**

- 8.13 Any new employers or admission bodies joining the Fund should be referred to us for individual calculation as to the required level of contribution. They should also agree to pay the capital costs (as a one-off lump sum payment) of any early retirements based on our advice and using methods and factors issued by us from time to time, together with any additional contributions that may be required if their ill-health early retirement experience is worse than assumed.

**Other Matters**

- 8.14 Any employer who ceases to participate in the Fund should be referred to us in accordance with Regulation 77 of the Regulations.
- 8.15 Any bulk movement of scheme members:
- involving 10 or more scheme members being transferred from or to another LGPS fund, or
  - involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement
- should be referred to us to consider the impact on the Fund.
- 8.16 We would be pleased to answer any questions arising from our report.



**Alison Murray FFA**  
**30 March 2006**



**Ronald S Bowie FFA**

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**Appendix A - Benefit Structure**

**Summary of Non Discretionary Benefits Applicable to All Employers**

<b>Normal Retirement Age (NRA)</b>	Age 65 or if earlier and a member immediately before 1 April 1998, age 60 or after age 60 on attaining 25 years of scheme membership.
<b>Earliest Retirement Age</b>	NRA or, if earlier, the rule of 85 date (when years of age plus years of scheme membership total to 85). Limitations on payment of benefits prior to age 60.
<b>Members' Contributions</b>	Officers - 6% of pensionable pay  Manual Workers – 5% of pensionable pay (6% for post 31 March 1998 entrants with no continuing rights).
<b>Pensionable Pay</b>	All salary, wages, fees and other payments in respect of the employment, excluding non-contractual overtime and some other specified amounts.  Some scheme members may be covered by special agreements.
<b>Final Pay</b>	The pensionable pay in the year up to the date of leaving the scheme. Alternative methods used in some cases, e.g. where there has been a break in service or a drop in pensionable pay.
<b>Period of Scheme Membership</b>	Total years and days of service during which a member of the Fund. Additional periods may be granted (e.g. transfers from other pension arrangements, augmentation).
<b>Normal Retirement Benefits</b>	Pension - 1/80th of final pay for each year of scheme membership.  Lump Sum - 3/80th of final pay for each year of scheme membership.
<b>Early Retirement Benefits</b>	On retirement after age 50 with employer's consent a pension and lump sum based on actual scheme membership completed may be paid, subject to reduction on account of early payment in some circumstances.

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<b>Ill-Health Benefits</b>	In the event of premature retirement due to permanent ill-health or incapacity, an immediate pension and lump sum are paid based on actual scheme membership plus an enhancement period of scheme membership. The enhancement period is dependent on scheme membership at date of leaving. No reduction is applied due to early payment.
<b>Pension Increases</b>	All pensions in payment, deferred pensions and dependant's pensions other than benefits arising from the payment of additional voluntary contributions are increased annually. Pensions are increased partially under the Pensions (Increases) Act and partially in accordance with statutory requirements (depending on the proportions relating to pre 88 GMP, post 88 GMP and excess over GMP).
<b>Death after Retirement</b>	<p>A spouse's pension of one half of the member's pension (generally post 1<sup>st</sup> April 1972 service for widowers' pension) is payable; plus</p> <p>If the member dies within five years of retiring the balance of five years' pension payments will be paid in the form of a lump sum, plus</p> <p>Children's pensions may also be payable.</p>
<b>Death in Service</b>	<p>A lump sum of two times final pay, plus</p> <p>A spouse's pension of one half of the ill-health retirement pension that would have been paid to the scheme member if he had retired on the day of death, plus</p> <p>Children's pensions may also be payable.</p>
<b>Leaving Service Options</b>	<p>A deferred pension payable from Earliest Retirement Age (minimum of age 60); or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than two years' pensionable service, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>



**Strathclyde Pension Fund**  
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<b>State Pension Scheme</b>	The Fund is contracted-out of the State Second Pension (S2P), previously the State Earnings Related Pension Scheme (SERPS) and the benefits payable to each member are guaranteed to be not less than those required to enable the Fund to be contracted-out.
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*Notes:*

*All benefits under the Fund are subject to limits laid down from time to time by the Inland Revenue.*

*Certain categories of members of the Fund are entitled to benefits that differ from those summarised above.*

**Discretionary Benefits**

- A5 The Regulations give employers a number of discretionary powers, including:
- (a) the awards of periods of augmentation under Regulation 51;
  - (b) the payment of benefits on employer's consent prior to age 60 under Regulation 30;
  - (c) the reduction or suspension of scheme member contributions on attaining 40 years' scheme membership under Regulation 14;
  - (d) not applying the suspension of spouses' pensions on remarriage or cohabitation for members who retired before 1 April 1998.
- A6 The effect on benefits or contributions as a result of the use of (a) to (c) above prior to 1 April 2005 has been allowed for in this valuation to the extent that this is reflected in the membership data provided. No allowance has been made for the future use of discretionary powers. Our assumptions do not anticipate any saving from the suspension of spouses' pension; to the extent that this continues, there will be a saving.

**Appendix B - Membership Data**

B1. A summary of the membership records on which this valuation is based, and on which the previous valuation was based, is as follows:

**Employee Members**

Class of Member	Number		Pensionable Pay (£000)		Average Salary (£)	
	2005	2002	2005	2002	2005	2002
Male Officers (F/T)	10,514	11,994	294,691	287,263	28,028	23,951
Female Officers (F/T)	16,788	18,221	351,239	313,328	20,922	17,196
Male Manuals (F/T)	11,430	13,127	216,748	217,215	18,963	16,547
Female Manuals (F/T)	1,804	1,984	23,136	20,353	12,825	10,259
Male Officers (P/T)	148	206	2,301	2,876	15,545	13,960
Female Officers (P/T)	3,787	4,560	45,222	44,146	11,941	9,681
Male Manuals (P/T)	117	144	1,179	1,046	10,073	7,262
Female Manuals (P/T)	2,570	2,945	20,799	16,718	8,093	5,677
Post 98 Males (F/T)	10,145	5,527	190,296	82,079	18,758	14,850
Post 98 Females (F/T)	14,096	8,009	242,786	109,614	17,224	13,686
Post 98 Males (P/T)	1,152	534	10,509	3,896	9,122	7,296
Post 98 Females (P/T)	13,590	8,058	109,120	49,118	8,029	6,096
<b>Total</b>	<b>86,141</b>	<b>75,309</b>	<b>1,508,025</b>	<b>1,147,651</b>	<b>17,506</b>	<b>15,239</b>

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Pensioners**

B2. The table below shows the distribution of pensioners, split by type of pensioner.

	Number		Annual Pensions £ (000)		Average £	
	2005	2002	2005	2002	2005	2002
Male Officer - Ill Health	1,787	1,823	12,136	11,120	6,791	6,100
Female Officer - Ill Health	4,706	4,544	20,594	18,120	4,376	3,988
Male Manual - Ill Health	6,922	7,364	24,630	23,451	3,558	3,185
Female Manual - Ill Health	3,819	4,006	6,915	6,678	1,811	1,667
Male Officer - Age	7,421	7,040	65,306	55,787	8,800	7,924
Female Officer - Age	8,065	7,296	27,341	22,756	3,390	3,119
Male Manual - Age	7,802	7,991	24,023	22,033	3,079	2,757
Female Manual - Age	5,230	5,450	6,230	5,994	1,191	1,100
Widows	9,547	9,350	20,310	17,974	2,127	1,922
Widowers	931	685	931	951	1,000	1,388
Male-Children	254	211	302	223	1,190	1,057
Female-Children	208	259	249	271	1,195	1,046
<b>Total</b>	<b>56,692</b>	<b>56,019</b>	<b>208,967</b>	<b>185,358</b>	<b>3,686</b>	<b>3,309</b>

**Deferred Pensioners**

B3. The table below shows the distribution of deferred pensioners.

	Number		Annual Pensions £ (000)		Average £	
	2005	2002	2005	2002	2005	2002
Male Officers	5,309	4,382	13,061	11,089	2,460	2,531
Female Officers	11,615	9,104	18,440	14,851	1,588	1,631
Male Manuals	7,627	6,853	12,504	11,388	1,639	1,662
Female Manuals	2,447	1,609	1,546	1,053	632	654
<b>Total</b>	<b>26,998</b>	<b>21,948</b>	<b>45,551</b>	<b>38,381</b>	<b>1,687</b>	<b>1,749</b>

**Notes**

1 - The numbers relate to the number of records and so will include members in receipt of or potentially in receipt of more than one benefit.

2 - Annual pensions are funded items only include pension increases up to and including the 2005 PI Order.

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Membership Split by Employer**

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
	<b>Major Employers</b>				
901	ARGYLL & BUTE COUNCIL	3,242	700	530	49,228
902	EAST AYRSHIRE COUNCIL	3,565	442	715	61,122
903	NORTH AYRSHIRE COUNCIL	4,264	538	802	67,194
904	SOUTH AYRSHIRE COUNCIL	3,604	431	641	60,623
905	WEST DUNBARTONSHIRE COUNCIL	3,958	472	544	61,470
906	EAST DUNBARTONSHIRE COUNCIL	2,742	425	429	46,868
907	GLASGOW CITY COUNCIL	18,959	3,361	3,954	347,800
908	NORTH LANARKSHIRE COUNCIL	9,039	1,624	1,650	143,993
909	SOUTH LANARKSHIRE COUNCIL	9,551	1,357	1,714	158,267
910	EAST RENFREWSHIRE COUNCIL	2,340	403	314	39,304
911	RENFREWSHIRE COUNCIL	6,140	696	1,208	107,150
912	INVERCLYDE COUNCIL	2,542	300	638	41,824
913	SCOTTISH WATER	1,432	609	1,075	34,641
914	STRATHCLYDE POLICE AUTHORITY	2,498	309	321	47,845
915	STRATHCLYDE FIRE AUTHORITY	433	46	242	8,250
	<b>Further Education Colleges</b>				
57	ANNIESLAND COLLEGE	74	30	18	1,275
58	SOUTH LANARKSHIRE COLLEGE	58	13	18	900
59	CARDONALD COLLEGE	146	35	19	2,372
60	CENTRAL COLLEGE OF COMMERCE	55	22	8	876
62	GLASGOW COLLEGE OF NAUTICAL STUDIES	82	23	16	1,436
63	JOHN WHEATLEY COLLEGE	50	21	5	872
64	LANGSIDE COLLEGE	97	17	17	1,517
65	NORTH GLASGOW COLLEGE	68	10	25	1,163
66	STOW COLLEGE	68	20	16	1,418
238	COATBRIDGE COLLEGE	85	15	7	1,340
239	MOTHERWELL COLLEGE	142	47	26	2,620
240	BELL COLLEGE OF TECHNOLOGY	172	52	21	2,759
303	GLASGOW METROPOLITAN COLLEGE	162	0	5	3,025
411	JAMES WATT COLLEGE	233	51	42	3,997
412	REID KERR COLLEGE	157	29	54	2,645
511	CLYDEBANK COLLEGE	106	17	23	1,790
512	CUMBERNAULD COLLEGE	78	6	9	2,755
612	AYR COLLEGE	110	20	12	1,549
613	KILMARNOCK COLLEGE	114	24	25	2,018



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
	<b>Other Scheduled Bodies</b>				
116	GREATER GLASGOW AND CLYDE VALLEY TOURIST BOARD	50	42	5	1,220
801	SPT	717	342	1,737	15,617
917	AYRSHIRE VALUATION JOINT BOARD	53	0	1	1,237
918	DUNBARTONSHIRE & ARGYLL & BUTE VALUATION JOINT BOARD	32	1	2	745
919	LANARKSHIRE VALUATION JOINT BOARD	75	5	1	1,730
920	RENFREWSHIRE VALUATION JOINT BOARD	51	3	1	1,104
	<b>Admitted Bodies</b>				
4	GLASGOW & WEST OF SCOTLAND SOCIETY FOR THE DEAF	53	4	8	981
5	GLASGOW COUNCIL FOR VOLUNTARY SERVICE	39	15	4	835
8	NOTRE DAME CHILD GUIDANCE CLINIC	18	5	3	391
10	CRAIGHOLME SCHOOL	7	3	5	128
13	SCOTTISH SOCIETY FOR THE MENTALLY HANDICAPPED	5	11	12	98
14	SPRINGBOIG ST JOHN'S SCHOOL	57	11	20	1,236
15	PARKHEAD HOUSING ASSOCIATION LTD	27	10	2	643
16	DIXON HALL DAY CENTRE FOR RETIRED CITIZENS	1	0	0	27
18	ALCOHOL FOCUS SCOTLAND	1	2	3	53
19	ST COLUMBA'S SCHOOL LIMITED	10	2	3	149
21	EMPLOYEE COUNSELLING SERVICE	20	2	2	380
30	GLASGOW ASSOCIATION FOR MENTAL HEALTH	84	46	9	1,632
31	RCA TRUST	4	2	2	108
37	COMMUNITY CENTRAL HALL	14	4	2	293
43	COMMUNITY ENTERPRISE IN STRATHCLYDE	19	22	6	564
44	THE BISHOPS CONFERENCE OF SCOTLAND SOCIAL WELFARE COMMISSION	1	0	0	31
45	GLASGOW CALEDONIAN UNIVERSITY	690	184	125	14,431
46	ONE PLUS ONE PARENT FAMILIES - STRATHCLYDE	77	10	2	1,634
48	THE ALPHA PROJECT (CUMBERNAULD)	9	2	1	153
50	GLASGOW CULTURAL ENTERPRISES LTD	68	15	10	1,250
51	THE SCOTTISH INSTITUTE OF HUMAN RELATIONS	1	1	0	21
53	GLASGOW FILM THEATRE	14	15	2	214
54	SCOTWEST CREDIT UNION LTD	2	4	0	29
55	SCOTTISH SOCIETY FOR THE MENTALLY HANDICAPPED HOMES LTD	1	0	0	35
69	THE JEELY PIECE CLUB, PLAY IT SAFE	3	1	0	52
70	ENABLE SERVICES LTD	4	0	2	99
71	REIDVALE ADVENTURE PLAYGROUND	3	7	0	40
73	CAMBUSLANG COMMUNITY CARERS	2	0	1	20
77	SCOTTISH LIBRARY & INFORMATION COUNCIL (SLIC)	1	3	0	28
78	THE ADVOCACY PROJECT	5	3	1	93
93	POSSILMILTON COMMUNITY RENEWAL LTD	3	1	0	56
94	THE VOLUNTEER CENTRE	1	6	1	28
95	EASTERHOUSE CITIZENS ADVICE BUREAU	5	3	1	109
97	EAST END PARTNERSHIP LIMITED	7	4	0	132
101	CASTLEMILK STRESS CENTRE	3	2	0	59
104	EAST END RESPITE CARE GROUP (T/A GEEZA BREAK)	1	1	0	27
106	STRATHCLYDE WING HONG CHINESE ELDERLY GROUP	1	1	0	12
111	GREATER EASTERHOUSE WOMENS AID	5	1	0	112
112	THE PRINCES TRUST GOVAN COMMUNITY VENTURE	1	0	0	19
113	BRIDGETON, CALTON AND DALMARNOCK CREDIT UNION	1	2	0	23
117	ARDEN OUT OF SCHOOL PROJECT	2	1	0	37
119	GLASGOW NORTH EAST CARERS CENTRE	1	2	0	19
120	EAST END COMMUNITY LAW CENTRE	5	5	0	117
126	CASTLEMILK ENVIRONMENT TRUST	2	0	0	52
127	DRUMCHAPEL ADVENTURE GROUP	11	0	0	241
129	SCOTTISH SCREEN	42	12	3	990
132	GOVAN INITIATIVE	1	0	0	32
133	MERIDIAN (B.E.M.W.R.I.C.)	4	3	0	71
136	SCOTTISH OUT OF SCHOOL CARE NETWORK	13	1	0	337
138	PATHS FOR ALL PARTNERSHIP	2	1	0	42
139	PARKHEAD YOUTH PROJECT	1	0	1	9
140	STRATHCLYDE EUROPEAN PARTNERSHIP LIMITED	28	3	0	862
141	NORTHWEST ECONOMIC NETWORK	3	0	1	53
153	GLASGOW ALLIANCE	43	17	0	1,122
154	PARKHEAD CITIZENS ADVICE BUREAU	6	2	0	133
155	LINSTONE HOUSING ASSOCIATION LTD	5	3	6	98
159	THE RICHMOND FELLOWSHIP SCOTLAND LTD	9	0	2	441
161	AYR HOUSING AID CENTRE	3	0	0	56
162	SOUTH AYRSHIRE ENERGY AGENCY	8	2	1	194
163	CASTLEMILK YOUTH COMPLEX	1	0	0	30
164	THE SCOTTISH INSTITUTE OF SPORT	3	2	0	138
165	ARGYLL & BUTE LOCAL LEARNING PARTNERSHIP LTD (T/A ARGYLL COLLEGE)	22	0	0	403
166	PENSIONERS ACTION GROUP EAST	1	0	0	20
167	AYRSHIRE HOUSING	4	0	0	76
169	THE FINANCIAL FITNESS RESOURCE TEAM	5	2	0	70
170	COATBRIDGE CITIZENS ADVICE BUREAU	3	1	0	57
171	WEST OF SCOTLAND RACIAL EQUALITY COUNCIL	1	2	0	12
172	ACCESS NORTH AYR	23	6	0	398



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
173	THE OUTDOOR RESOURCE BASE	1	0	0	34
174	OBJECTIVE 3 PARTNERSHIP (SCOTLAND) LTD	16	5	0	369
177	GLASGOW ANTI-RACIST ALLIANCE	8	0	0	206
180	NORTH AYRSHIRE LEISURE LTD	171	13	17	2,466
182	COMMUNITY VOLUNTEERS ENABLING YOUTH LTD (COVEY)	4	0	1	92
183	EAST DUNBARTONSHIRE TOWN CENTRE MANAGEMENT LTD	2	0	0	40
184	WEST OF SCOTLAND COLLEGES PARTNERSHIP	5	0	0	179
185	GLASGOW HOUSING ASSOCIATION*	1,437	40	35	29,756
189	AYRSHIRE NORTH COMMUNITY HOUSING ORGANISATION LIMITED	16	4	0	385
191	LEARNING AND TEACHING SCOTLAND	132	19	8	3,209
192	EAST RENFREWSHIRE COUNCIL FOR THE VOLUNTARY SECTOR	9	0	0	163
193	EAST AYRSHIRE CARERS CENTRE	6	0	0	110
194	CUMBERNAULD HOUSING PARTNERSHIP LIMITED	27	3	5	624
196	CHILDCARE FIRST	19	0	1	261
197	FLOURISH HOUSE	5	2	1	112
200	EQUALS ADVOCACY PARTNERSHIP MENTAL HEALTH/DEMENCIA N.LAN	6	0	0	101
208	GOOD SHEPHERD CENTRE (DALBETH & ST EUPHRASIA'S)	48	7	8	991
210	GLASGOW SCHOOL OF ART	126	49	63	2,708
211	UNIVERSITY OF STRATHCLYDE	955	491	707	15,958
215	THE SCOTTISH SPORTS COUNCIL(T/A SPORTS SCOTLAND)	169	122	40	4,325
217	KENMURE ST MARY'S BOYS' SCHOOL	121	27	30	2,556
218	SCOTTISH ENVIRONMENTAL & OUTDOOR CENTRES ASSOC LTD	16	8	20	299
219	ROYAL SCOTTISH ACADEMY OF MUSIC & DRAMA	81	41	25	1,545
221	GEILSLAND SCHOOL BEITH. FOR CHURCH OF SCOTLAND	38	8	13	857
223	ST PHILIP'S APPROVED SCHOOL	52	6	18	1,092
225	LANARKSHIRE HOUSING ASSOCIATION LTD	14	4	5	397
227	SACRO	191	41	8	3,756
229	NEW LANARK CONSERVATION AND CIVIC TRUST	1	1	0	59
230	VOLUNTARY ASSOCIATION FOR MENTAL WELFARE	55	11	8	814
231	LANARKSHIRE ASSOCIATION FOR MENTAL HEALTH	47	12	3	727
232	JORDANHILL SCHOOL	27	2	11	346
234	GTC FOR SCOTLAND	41	5	11	837
235	UNIVERSITY OF EDINBURGH (EX MORAY HOUSE COLLEGE STAFF ONLY)	97	69	115	1,804
237	UNIVERSITY OF GLASGOW (EX ST ANDREWS STAFF ONLY)	42	17	59	851
241	THE TIME CAPSULE MONKLANDS TRUST	24	0	1	341
242	SCOTTISH FURTHER EDUCATION UNIT	21	18	2	443
245	UTHEO LIMITED	8	6	1	106
246	HAMILTON FURNITURE INITIATIVE	1	0	1	13
247	SCOTTISH QUALIFICATIONS AUTHORITY	488	88	48	11,057
248	TOWN CENTRE INITIATIVES LIMITED	3	0	0	66
249	INVERCLYDE LEISURE	67	4	1	1,077
250	UNIVERSITY OF ABERDEEN (EX NORTHERN COLLEGE - ABERDEEN CAMPUS STAFF ONLY)	74	28	13	1,238
251	UNIVERSITY OF DUNDEE (EX NORTHERN COLLEGE - DUNDEE CAMPUS STAFF ONLY)	46	3	4	729
252	SOUTH LANARKSHIRE LEISURE LIMITED	351	8	9	5,199
253	SCOTTISH ENTERPRISE	762	54	35	16,271
255	HANSEL ALLIANCE	56	8	0	1,009
256	HEMAT GRYFFE WOMEN'S AID	7	0	1	106
257	LOCH LOMOND AND THE TROSSACHS NATIONAL PARK AUTHORITY	100	3	0	2,146
258	GOVAN LAW CENTRE	3	1	0	80
262	HUTCHESONS' EDUCATIONAL TRUST	5	1	1	96
263	COLLEGES OPEN LEARNING EXCHANGE GROUP (COLEG)	3	0	0	77
264	UNIVERSITY OF GLASGOW ( EX SCRE EMPLOYEES ONLY)	6	3	5	145
265	RENFREWSHIRE LEISURE LIMITED	131	0	7	1,993
266	EAST RENFREWSHIRE CARERS	8	0	0	105
267	SLIMS	6	0	0	143
268	GREENSPACE SCOTLAND	4	1	0	110
269	THE MILTON KIDS D.A.S.H. CLUB	2	0	0	21
270	CLYDEBANK RE-BUILT	6	0	0	171
272	THE SOCIETY OF CHIEF OFFICERS OF TRADING STANDARDS IN SCOTLAND (SCOTSS)	1	0	0	32
274	SCOTTISH THROUGH-CARE & AFTERCARE FORUM	0	0	0	0
275	WOMEN'S SUPPORT PROJECT	4	0	0	108
276	NORTH AYR RESOURCE CENTRE	2	0	0	42
277	PROSPECTS FOR EMPLOYMENT	2	1	0	53
278	AYR ACTION FOR MENTAL HEALTH LIMITED	15	0	0	218
279	ROUTES TO WORK LIMITED	6	1	0	165
280	CREATE - CAMBUSLANG AND RUTHERGLEN LTD	1	0	0	7
281	CYCLING SCOTLAND	1	0	0	38
282	YOUTH COUNSELLING SERVICES AGENCY	1	0	0	37
283	NORTH LANARKSHIRE CARERS TOGETHER	2	0	0	39
284	FYNE HOMES LIMITED	5	0	0	165
285	HOUSING WIDER ACTION LIMITED	2	1	0	58
286	DEVELOPING STRATHCLYDE LIMITED	2	1	0	44
287	GREATER EASTERHOUSE DEVELOPMENT COMPANY LTD	1	0	0	50
288	H.E.L.P. (ARGYLL & BUTE) LIMITED	6	0	0	93
289	RAPE CRISIS CENTRE	7	0	0	144
290	SOUTH AYRSHIRE WOMEN'S AID & WOMEN'S CENTRE	10	0	0	186

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
291	GLASGOW HUMANE SOCIETY	1	0	0	15
292	AUCHENBACK ACTIVE LIMITED	2	0	0	42
294	HILL'S TRUST HOME SCHOOL COMMUNITY PROJECT	2	0	0	31
295	AYRSHIRE INITIATIVES LIMITED	4	0	0	79
296	GLASGOW WOMEN'S AID	15	0	0	291
297	GLASGOW COLLEGES GROUP LIMITED	3	0	0	78
298	HILLHEAD HOUSING ASSOCIATION 2000	2	0	0	43
300	HOME GROUP LIMITED	1	0	0	20
301	PARKINSON'S SELF HELP GROUP (MOTHERWELL AREA)	1	0	0	13
302	THE VILLAGE STORYTELLING CENTRE	3	0	0	47
405	UNIVERSITY OF PAISLEY	589	267	255	10,941
407	KIBBLE SCHOOL	193	45	29	3,763
409	CALADH HOUSE	2	0	0	41
410	PAISLEY PARTNERSHIP REGENERATION COMPANY LTD	26	15	1	564
415	LARKFIELD LADYBIRD PRE-5 CENTRE	12	3	1	225
420	CORA FOUNDATION	4	1	0	150
421	TANNAHILL CENTRE LIMITED	7	0	0	115
422	RENFREWSHIRE CARERS CENTRE	14	1	0	237
509	THE SCOTTISH CENTRE FOR CHILDREN WITH MOTOR IMPAIRMENTS	31	4	3	595
514	ALTERNATIVES - WEST DUMBARTONSHIRE COMMUNITY DRUG SERVICES	3	4	0	69
609	SCOTTISH MARITIME MUSEUM TRUST	4	4	3	71
610	DALMELLINGTON & DISTRICT CONSERVATION TRUST	1	0	1	17
614	KILMARNOCK NEW START PROJECT	5	3	1	72
616	BEFRIENDING AND RESPITE SERVICES	5	1	0	91
617	THREE TOWNS FAMILY RESPITE CARE ASSOCIATION	2	1	1	49
624	HANSEL FOUNDATION	4	2	2	110
625	AYRSHIRE AND ARRAN TOURIST BOARD	9	13	2	186
626	IRVINE HOUSING ASSOCIATION	41	12	0	846
708	ARGYLL & THE ISLANDS ENTERPRISE COMPANY LIMITED	15	9	3	335
711	HOME-START MID ARGYLL JURA ISLAY & KINTYRE	2	0	0	30
	<b>Best Value Admitted Bodies</b>				
261	KINGS THEATRE GLASGOW LTD	13	0	4	218
	<b>Former Employing Bodies with No Contributing Members</b>				
3	CENTRAL SCOTLAND WATER DEVELOPMENT BOARD	0	3	26	0
6	THE GUILD OF AID	0	0	1	0
7	MUGDOCK CHILDREN'S HOME	0	1	0	0
9	THE PLANNING EXCHANGE	0	34	4	0
11	SCOTTISH COUNCIL FOR EDUCATIONAL TECHNOLOGY	0	76	49	0
12	SCOTTISH EPILEPSY ASSOCIATION	0	0	3	0
17	THE WEST OF SCOTLAND SCHOOL COMPANY LTD	0	0	4	0
20	GLASGOW VOLUNTEER BUREAU	0	0	0	0
22	CONSORTIUM FOR THE RELIEF OF THE ADULT SINGLE PARENT	0	0	0	0
23	GLASGOW WESTERN ST ANDREW'S YOUTH CLUB	0	0	0	0
24	EASTERHOUSE PROJECT TRUST	0	1	0	0
25	ENTERPRISE YOUTH VOLUNTEER BUREAU	0	0	1	0
26	PRE-SCHOOL PLAYGROUPS ASSOCIATION	0	0	0	0
27	PARK RESIDENTS ORGANISATION	0	0	0	0
28	REIDVALE COMMUNITY WORKS MANAGEMENT COMMITTEE	0	0	0	0
29	FRANCISCAN SISTERS OF THE IMMACULATE CONCEPTION	0	0	0	0
32	BUTE HOUSING ASSOCIATION LIMITED	0	2	2	0
33	COMMUNITY ACTION - RENTON	0	0	0	0
34	SOCIAL WORK SERVICES GROUP	0	0	0	0
35	SCOTTISH COUNCIL FOR SINGLE PARENTS	0	0	0	0
36	STRATHCLYDE COMMUNITY RELATIONS COUNCIL	0	0	0	0
38	CLYDE VALLEY TOURIST ASSOCIATION	0	0	0	0
39	GLASGOW UNIVERSITY SETTLEMENT	0	0	0	0
40	SIX CIRCLE GROUP	0	0	1	0
41	GLASGOW COUNCIL ON ALCOHOLISM	0	1	2	0
42	GREATER GLASGOW AREA TOURIST BOARD & CONVENTION BUREAU	0	0	0	0
47	SCOTTISH CONSULTATIVE COUNCIL ON THE CURRICULUM	0	17	22	0
49	YOKER YOUTH LIBRARY	0	0	0	0
52	SCOTTISH FILM COUNCIL	0	3	5	0
56	GLASGOW COUNCIL OF TENANTS ASSOCIATION	0	0	0	0
61	GLASGOW COLLEGE OF FOOD TECHNOLOGY	0	16	13	0
67	GLASGOW COLLEGE OF BUILDING AND PRINTING	1	28	23	17
68	THE ARCHWAY PROJECT	0	1	1	0
72	TEMPLE ELDERLY COMMUNITY CARE SERVICE	0	0	0	0
74	LAUREL PARK SCHOOL COMPANY LTD	0	3	1	0
75	CARNWADRIC & KENNISHEAD PRE 5 UNIT	0	3	0	0
76	GLASGOW EAST END COMMUNITY CARERS	0	1	0	0
79	ACRE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
80	AULDHOUSE TENANT MANAGEMENT CO-OPERATIVE	0	0	1	0
81	BALGRAYHILL TENANT MANAGEMENT CO-OPERATIVE	0	1	0	0



**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
82	CATHKIN BRAES TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
83	GARSCADDEN TENANT MANGEMENT CO-OPERATIVE	0	0	0	0
84	HARTLAW CHIRNSIDE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
85	MERRYLEE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
86	WELLSHOT/SILVERBANKS TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
87	GOVANHILL ACTION FOR PARENTS	0	3	0	0
88	MARYHILL JOINT WOMEN'S ACTION GROUP	0	0	0	0
89	HAGHILL FURNITURE RECYCLING PROJECT	0	2	0	0
91	HALFWAY TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
92	CARNWADRIC DAY CARE CENTRE ( T/A THE RAINBOW DAY CARE CENTRE)	0	0	0	0
96	GOVAN COMMUNITY ORGANISATIONS COUNCIL	0	2	0	0
98	GORBALS UMBRELLA GROUP	0	1	0	0
99	CAMBUSLANG NEW OPPORTUNITIES	0	1	1	0
100	DRUMCHAPEL SITTER SERVICE	0	3	0	0
102	RUCHILL DROP IN CENTRE FOR YOUNG PEOPLE	0	0	0	0
103	THE COMMUNITY SAFETY SHOP MANAGEMENT GROUP	0	0	0	0
105	STONEDYKE RESIDENTS ASSOCIATION	0	1	0	0
107	WOMEN'S SUPPORT PROJECT (WOMEN'S SAFETY CENTRE)	0	1	0	0
108	GOVANHILL SELF HELP INITIATIVE PROJECT	0	0	0	0
109	COUNSELLING INFORMATION AND TRAINING FOR YOUTH	0	0	0	0
110	SUPPORT FOR THE PARTNERS AND FAMILIES OF PRISONERS	0	1	0	0
114	WESTWOOD CENTRE PROJECT	0	0	0	0
115	GLASGOW 1999 FESTIVAL COMPANY LIMITED	0	0	0	0
118	CALEDONIAN TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
121	P.O.I.N.T.S	0	0	0	0
122	SPRINGWELL TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
123	SWINTON & INVERGYLE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
124	ST FRANCIS DAY UNIT	0	0	0	0
128	SAFER MILTON	0	1	0	0
130	CUTHELTON/LILYBANK/NEWBANK NEGHBOURHOOD INITIATIVE	0	2	0	0
131	EAST POLLOKSHIELDS AFTER SCHOOL CARE SERVICE	0	1	0	0
134	REALISE	0	0	0	0
135	SAFE GORBALS PROJECT	0	0	0	0
137	KENNISHEAD TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
142	SAFE GREATER EASTERHOUSE	0	3	0	0
143	HILLS TRUST PARENTS COMMUNITY GROUP	0	0	0	0
144	CALDERCULT/INVERSHIEL TENANT MANAGEMENT CO-OPERATIVE	0	1	0	0
145	SPEIRS HOUSING MANAGEMENT CO-OPERATIVE	0	0	0	0
146	SUMMERSTON HOUSING MANAGEMENT CO-OPERATIVE	0	0	0	0
147	BRIADFALD TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
148	BUTE & CUMBRAE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
149	HICKBROOK TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
150	POLLOKSHIELDS TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
151	WHITEROSE TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
152	VIEWFIELD TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
156	GLASGOW CITY CENTRE PARTNERSHIP LTD	0	0	0	0
158	ARGYLL & BUTE CAREERS PARTNERSHIP LTD	16	2	0	312
168	DEVELOPING NORTH AYRSHIRE LTD	0	16	8	0
175	AYRSHIRE CAREERS PARTNERSHIP LTD	0	0	1	0
176	DUNBARTONSHIRE & LOMOND CAREERS SERVICE LIMITED	0	6	6	0
178	LANARKSHIRE COMMUNITY CARE FORUM	0	0	0	0
179	DUMBARTON DISTRICT WOMEN'S AID	0	3	0	0
181	CRAIGNEUK DEVELOPMENT AND SUPPORT UNIT MANAGEMENT COMMITTEE	1	0	0	22
186	LANARKSHIRE KEY FUND LIMITED	0	1	0	0
187	PLAY SCOTLAND	0	0	0	0
188	THE VILLAGE PROJECT ST.JAMES' (POLLOCK) PARISH CHURCH	0	0	0	0
190	BANNER TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
195	CAMBUSLANG COMMUNITY RESOURCE UNIT	0	2	0	0
199	BURNS NATIONAL HERITAGE PARK JOINT BOARD	0	0	0	0
207	CLYDE RIVER PURIFICATION BOARD	0	14	31	0
209	EAST KILBRIDE DEVELOPMENT CORPORATION	0	151	332	0
212	SCOTTISH VOCATIONAL EDUCATION COUNCIL	0	48	28	0
213	SCOTTISH BUSINESS EDUCATION COUNCIL	0	3	1	0
214	JOINT COLLEGES OF EDUCATION	0	151	355	0
216	LOANINGDALE SCHOOL COMPANY	0	2	9	0
220	SCOTTISH CERTIFICATE OF EDUCATION EXAMINATIONS BOARD	0	19	50	0
222	QUEEN'S COLLEGE	0	19	32	0
224	TRINITY PARISH CHURCH	0	0	0	0
226	SCOTTISH CRIME SQUAD	0	0	0	0
228	CLYDE VALLEY TOURIST BOARD	0	0	0	0
233	CRAIGIE COLLEGE	0	1	7	0
236	NORTHERN COLLEGE	1	57	57	15
243	SUMMERLEE HERITAGE TRUST	0	5	4	0
244	GREENSPACE ACTION	0	0	0	0
259	THE INTER-PLAY ORGANISATION	0	1	0	0
260	YOUTH CONNECTIONS	0	1	0	0
271	COMMUNITY SAFETY TRUST	0	0	0	0
273	GLASGOW WEST CREDIT UNION LTD	0	1	0	0
293	GLASGOW CITY CENTRE VISION	0	1	0	0
299	AYR NORTH COMMUNITY FORUM	0	0	0	0
408	GLENIFFER HOME	0	0	1	0
413	ST JAMES TENANT MANAGEMENT CO-OPERATIVE	0	0	0	0
414	MOORPARK YOUTH CENTRE	0	3	0	0
416	BARRHEAD WOMEN'S CENTRE	0	0	0	0
417	STRONE MAUKINHILL YOUTH PROJECT	0	0	0	0
419	JOHNSTONE RESOURCE CENTRE FOR ELDERLY AND DISABLED	0	0	1	0
423	RENFREWSHIRE CAREERS PARTNERSHIP	1	6	5	18
424	PAISLEY PARTNERSHIP LTD	0	0	0	0



**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

Employer Code	Employer Name	Number of Members at 2005			Actual Pensionable Salary (£000)
		Actives	Deferreds	Pensioners	
507	ST ANDREW'S SCHOOL	0	1	6	0
508	CUMBERNAULD DEVELOPMENT CORPORATION	0	156	359	0
510	DUMBARTON COUNCIL ON ALCOHOL	0	0	0	0
515	THE VETRANS PROJECT	0	1	0	0
606	IRVINE DEVELOPMENT CORPORATION	0	72	154	0
607	ARRAN TOURIST ORGANISATION	0	1	3	0
608	MALIN HOUSING ASSOCIATION	0	0	2	0
611	AYRSHIRE TOURIST BOARD	0	2	0	0
615	THREE TOWNS COMMUNITY & VOLUNTARY ORGANISATIONS COUNCIL	0	1	0	0
618	THREE TOWNS FORUM ON DISABILITY	0	1	0	0
619	AYR TOWN CENTRE MANAGEMENT INITIATIVE	0	1	0	0
620	BEFRIEND A CHILD PROJECT	0	1	0	0
621	CHILD WATCH - NORTH AYR	0	2	0	0
622	YOUTH INFORMATION & RESOURCE PROJECT	0	0	0	0
623	ARDROSSAN SALTCOATS & STEVENSON INFO SUPPORT TRAINING	0	0	0	0
627	COMCARE. KILMARNOCK	0	0	0	0
703	ROTHESAY HARBOUR TRUST	0	0	0	0
704	ROTHESAY TOURIST ORGANISATION	0	1	0	0
705	DUNOON TOURIST ORGANISATION	0	1	2	0
706	MID ARGYLL & ISLAY TOURIST ORGANISATION	0	0	0	0
707	WEST HIGHLANDS, AND ISLANDS OF ARGYLL TOURIST BOARD LIMITED	0	2	1	0
709	WEST HIGHLANDS & ISLANDS OF ARGYLL TOURIST BOARD	0	2	1	0
710	BUTE & COWAL TOURIST BOARD	0	0	1	0
802	SBL - UP TO 18/2/93 - FUND 2	0	206	451	0
	<b>Former Local Authorities (Pre-1996 Local Government Reorganisation)</b>				
1	STRATHCLYDE REGIONAL COUNCIL	3	2,523	12,213	62
2	GLASGOW DISTRICT COUNCIL	0	2,471	6,343	0
202	EAST KILBRIDE DISTRICT COUNCIL	0	115	261	0
203	HAMILTON DISTRICT COUNCIL	3	219	529	52
204	CLYDESDALE DISTRICT COUNCIL	0	79	224	0
205	MONKLANDS DISTRICT COUNCIL	0	225	556	0
206	MOTHERWELL DISTRICT COUNCIL	0	275	811	0
402	EASTWOOD DISTRICT COUNCIL	0	62	142	0
403	INVERCLYDE DISTRICT COUNCIL	0	218	504	0
404	RENFREW DISTRICT COUNCIL	0	365	1,204	0
502	BEARSDEN & MILNGAVIE DISTRICT COUNCIL	0	67	149	0
503	CLYDEBANK DISTRICT COUNCIL	0	93	422	0
504	CUMBERNAULD & KILSYTH DISTRICT COUNCIL	0	75	219	0
505	DUMBARTON DISTRICT COUNCIL	0	155	458	0
506	STRATHKELVIN DISTRICT COUNCIL	0	151	358	0
602	CUMNOCK & DOON VALLEY DISTRICT COUNCIL	0	100	227	0
603	CUNNINGHAME DISTRICT COUNCIL	0	264	597	0
604	KILMARNOCK & LOUDOUN DISTRICT COUNCIL	0	133	404	0
605	KYLE & CARRICK DISTRICT COUNCIL	0	177	677	0
702	ARGYLL & BUTE DISTRICT COUNCIL	0	149	319	0
201	LANARK SUB-REGION	0	1,343	3,545	0
401	RENFREW SUB-REGION	0	662	1,995	0
501	DUMBARTON SUB-REGION	0	423	1,402	0
601	AYR SUB-REGION	0	672	1,862	0
701	ARGYLL SUB-REGION	0	146	376	0

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Appendix C - Accounts and Asset Data**

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**Assets at 31 March 2005**

- C1. We were supplied with audited accounts for the years ended 31 March 2003, 31 March 2004 and 31 March 2005. The accounts for the year ended 31 March 2005 indicated that the market value for the Fund's assets as at the valuation date amounted to £6,990m. Members' Additional Voluntary Contributions are excluded from this total and from the value placed on the Fund's liabilities.
- C2. A summary of the Fund's assets as at 31 March 2005 is as follows:

Market Value of Assets	as at 31 March 2005	
	£(000)	%
UK Equities	2,834,000	41%
UK Fixed Interest Gilts	194,000	3%
UK Corporate Bonds	365,000	5%
UK Index Linked Gilts	203,000	3%
Overseas Equities	2,219,000	32%
Overseas Bonds	159,000	2%
Property	696,000	10%
Cash	244,345	3%
Net Current Assets	75,229	1%
<b>TOTAL (excluding AVCs)</b>	<b>6,989,574</b>	<b>100%</b>

This excludes the assets in respect of money purchase AVCs.

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Revenue Accounts for the Inter-valuation Period**

<b>Revenue Accounts</b>	<b>Year to</b>	<b>31 Mar 05</b>	<b>31 Mar 04</b>	<b>31 Mar 03</b>	<b>TOTAL</b>
		<b>£ (000)</b>	<b>£ (000)</b>	<b>£ (000)</b>	<b>£ (000)</b>
EXPENDITURE	Retirement Pensions	200,462	192,325	186,473	579,260
	Retirement Lump Sums	27,930	26,903	28,538	83,371
	Death Benefits	5,531	4,441	5,222	15,194
	Transfer Values	23,948	25,272	14,275	63,495
	Refunds/CEPs	1,860	1,548	791	4,199
	Admin Expenses	3,047	2,728	2,696	8,471
	Investment Expenses	14,323	11,202	9,783	35,308
	Other Expenditure	-	-	-	-
<b>TOTAL</b>		<b>277,101</b>	<b>264,419</b>	<b>247,778</b>	<b>789,298</b>
INCOME	Employee Contributions	86,011	79,460	73,019	238,490
	Employer Contributions	216,766	197,422	175,006	589,194
	Transfer Values	31,494	41,121	24,859	97,474
	Investment Income	164,444	163,690	138,334	466,468
	Other Income	235	219	301	755
<b>TOTAL</b>		<b>498,950</b>	<b>481,912</b>	<b>411,519</b>	<b>1,392,381</b>
<b>Fund Value</b>					
	Assets at Start of Year	6,166,428	4,823,390	6,039,199	6,039,199
	Net Cashflow	221,849	217,493	163,741	603,083
	Change in value	601,297	1,125,545	(1,379,550)	347,292
	<b>Assets at End of Year</b>	<b>6,989,574</b>	<b>6,166,428</b>	<b>4,823,390</b>	<b>6,989,574</b>
<b>Annual Returns</b>					
	Approx Rate of Return	12.1%	26.3%	-20.7%	4.0%
	WM LA Median	23.4%	-19.5%	-0.9%	-0.5%

**Fund Insurance Arrangements**

- C3. There are no insurance arrangements in place to provide benefits under the Regulations.

## **Appendix D - Valuation Method**

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- D1. Using our assumptions we estimate the payments that will be made from the Fund throughout the future lifetimes of existing employee members, deferred pensioners, pensioners and their dependants. We then calculate the amount of money that, if invested now, would be sufficient to make these payments in future, assuming that future investment returns are in line the discount rate. This amount is called “the present value” (or, more simply, “the value”) of members’ benefits. Separate calculations have been made in respect of benefits arising from service before the valuation date (“past service”) and from service after the valuation date (“future service”).
- D2. This process is carried out separately for each employer. Where differences between participant employers are not considered material, we may agree with the administering Authority to pool together their results.

### **Past service funding position**

- D3. A comparison is made of the value of the assets held with the value of benefits for past service (but allowing for future pay and pension increases). If there is an excess then there is a past service surplus. If the converse applies there is a past service shortfall.

### **Future service contribution rate**

#### **Employers Admitting New Entrants**

- D4. For employers who continue to admit new entrants we have adopted the projected unit method of valuation. This is summarised below.

#### **Projected Unit Method**

- D5. The first stage is to calculate the value of benefits (other than the lump sum death-in-service benefits) accruing to existing employee members over the year following the valuation date, by reference to projected pay as at the date of retirement or earlier exit. The value of members’ ordinary contributions over the same period is then deducted and the net cost to the employer is calculated by expressing the value of the benefits accruing as a percentage of the members’ pensionable pay over the year following the valuation date.
- D6. The cost of the lump sum death in service benefit is separately assessed as amount that is likely to be paid out in an average year, based on the membership structure at the valuation date. Finally, an addition is made to cover the expenses of administration of the Fund.

## **Strathclyde Pension Fund** **Actuarial Valuation as at 31 March 2005**

- D7. The method described above is applied only to the Fund membership at the valuation date, and results in an increasing contribution rate over time if the assumptions adopted are unchanged and the average age of membership increases (for example, if there are no new entrants to the Fund). This is due to the fact that the cost of benefits typically increases with age. The opposite would also be true assuming the age profile of the scheme membership decreased. If the admission of new entrants is such that the membership profile remains broadly unchanged and the assumptions adopted are unchanged, then the contribution rate brought out at future valuations should be reasonably stable.

### ***Employers not Admitting New Entrants***

- D8. For employers who are no longer admitting new entrants we have adopted the *attained age* method of valuation. This is similar to the projected unit method described above, and produces the same past service position. The future service contribution rate calculation under the attained age method is summarised below.

### ***Attained Age Method***

- D9. The first stage is to calculate the value of the benefits (other than the lump sum death-in-service benefits) accruing to existing employee members over their anticipated period of future membership, by reference to projected pay as at the date of retirement or earlier exit. The value of members' ordinary contributions over the same period is then deducted and the net cost to the employer is calculated by expressing the value of the benefits accruing as a percentage of the members' pensionable pay over their remaining service lives.
- D10. The cost of the lump sum death in service benefit is separately assessed as amount that is likely to be paid out in an average year, based on the membership structure at the valuation date. Finally, an addition is made to cover the expenses of administration of the Fund.
- D11. If the actuarial assumptions adopted are unchanged, this funding method will, for pension benefits, give rise to a stable contribution rate in future years in respect of the existing membership. But this will only be so if certain surpluses or deficiencies revealed at subsequent actuarial valuations (i.e. those arising due to the fact that the cost of a year's accrual of pension increases with each year of age) are reflected in the contribution rate payable.

### **Overall result**

- D12. Any past service surplus (or shortfall) that remains can be applied to reduce (or increase) the contribution rate actually payable by the employers over the period following the valuation date.

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Appendix E - Valuation Assumptions**

**Financial assumptions**

- E1. The key assumptions adopted for this valuation and the previous valuation are summarised in the table below.

Financial Assumptions	Mar 2005		Mar 2002	
	% p.a. Nominal	% p.a. Real	% p.a. Nominal	% p.a. Real
Minimum Risk rate of return	4.7%	1.8%	4.9%	2.3%
Anticipated extra long-term return from:				
Equities	2.0%		1.6%	
Property	1.0%			
Corporate Bonds	0.5%		0.5%	
Overall anticipated long term return from:				
Equities	6.7%	3.8%	6.5%	3.9%
Property	5.7%	2.8%		
Bonds (50% gilt 50% corporates)	5.0%	2.1%	5.2%	2.6%
<b>Discount Rate (75% equity 10% property 15% bonds)</b>	<b>6.3%</b>	<b>3.4%</b>	<b>6.2%</b>	<b>3.6%</b>
<b>Pay Increases</b>	<b>4.4%</b>	<b>1.5%</b>	<b>4.1%</b>	<b>1.5%</b>
<b>Price Inflation/Pension Increases</b>	<b>2.9%</b>	<b>-</b>	<b>2.6%</b>	<b>-</b>

**Demographic assumptions**

- E2. The demographic assumptions represent our estimate of future experience in the Fund. They take account of expected future trends (for instance future improvements in life expectancy) as well past experience in the Fund and other Local Government client funds. Sample rates are shown in the following tables.

Age	Incidence per 1000 active members per annum											
	Male Officers & Post 98 Males			Male Manuals			Female Officers & Post 98 Females			Female Manuals		
	Death	Ill Health Retirement		Death	Ill Health Retirement		Death	Ill Health Retirement		Death	Ill Health Retirement	
		F/T	P/T		F/T	P/T		F/T	P/T		F/T	P/T
20	0.30	-	-	0.30	-	-	0.16	-	-	0.16	-	-
25	0.30	-	-	0.30	3.2	2.6	0.16	0.6	0.5	0.16	2.6	2.1
30	0.36	0.6	0.5	0.36	5.2	4.2	0.24	1.0	0.8	0.24	3.6	2.9
35	0.42	0.8	0.6	0.42	7.8	6.2	0.40	2.0	1.6	0.40	5.2	4.2
40	0.72	1.4	1.1	0.72	10.8	8.6	0.64	2.6	2.1	0.64	7.2	5.8
45	1.20	3.2	2.6	1.20	15.6	12.5	1.04	4.2	3.4	1.04	9.2	7.4
50	1.92	8.8	7.0	1.92	22.8	18.2	1.52	8.2	6.6	1.52	13.6	10.9
55	3.00	18.0	14.4	3.00	36.8	29.4	2.00	21.6	17.3	2.00	25.6	20.5
60	5.40	36.0	28.8	5.40	70.0	56.0	2.56	-	-	2.56	-	-

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

Age	Incidence per 1000 active members per annum			
	Male Officers & Post 98 Males	Male Manuals	Female Officers & Post 98 Females	Female Manuals
	Withdrawal	Withdrawal	Withdrawal	Withdrawal
20	150	153	154	247
25	101	119	162	244
30	62	90	138	193
35	42	70	95	140
40	31	56	64	106
45	24	42	49	81
50	18	28	39	60
55	13	20	32	47
60	-	-	-	-

Age	Promotional Salary Scales							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	FT	PT	FT	PT	FT	PT	FT	PT
20	100	100	100	100	100	100	100	100
25	100	100	100	100	100	100	100	100
30	123	113	100	100	115	105	100	100
35	138	123	100	100	126	110	100	100
40	148	128	100	100	136	115	100	100
45	158	128	100	100	136	115	100	100
50	168	128	100	100	136	115	100	100
55	168	128	100	100	136	115	100	100
60	168	128	100	100	136	115	100	100

**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Other Assumptions**

Age Retirements                      It is assumed that active members will retire at age 60 or when they would satisfy the *Rule of 85* if later subject to no later than age 65.

Pensioner Mortality                  Current Pensioners -                  PXA92 c2005  
Prospective Pensioners -              PXA92 c2015

The following age ratings are applied in each case:

	<u>Males</u>	<u>Females</u>
Officers (& post-98 joiners)	-1 years	-1 years
Manuals	+2 years	+1 year

Ill Health Retirement -                as above, except rated up by 5 years (6 years for male manuals)

Widows – one year older than female pensioners

Proportions Married (including a loading for dependants benefits)                  A varying proportion of members will be married and entitled to a spouse's pension. Sample proportions are:

<u>Age</u>	<u>Males</u>	<u>Females</u>
40	62%	67%
60	80%	75%
80	72%	55%

Wife/Husband Age Difference      Husbands are assumed to be 3 years older than their wives

Administration Expenses              0.2% of payroll



**Strathclyde Pension Fund**  
**Actuarial Valuation as at 31 March 2005**

**Appendix F - Rates and Adjustments Certificate**

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In accordance with Regulation 76 of the Local Government Pension Scheme Regulations (Scotland) 1998, as amended, we have made an assessment of the contributions that should be paid to the Fund by the employing authorities as from 1 April 2006 in order to maintain the solvency of the Fund.

The required contribution rates are set out in the attached statement.



Signature

.....

Date: 30 March 2006  
Name: Alison Murray  
Qualification: Fellow of the Faculty of Actuaries  
Firm: Hymans Robertson LLP  
20 Waterloo Street  
Glasgow  
G2 6DB

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

### STATEMENT TO THE RATES AND ADJUSTMENTS CERTIFICATE

The Common Rate of Contribution payable by each employing authority under Regulation 76 for the period 1 April 2006 to 31 March 2009 is 15.9% of pensionable pay (equivalent to 275% of employees' contributions).

Individual adjustments are required under Regulation 76 for the period 1 April 2006 to 31 March 2009 resulting in Minimum Total Contributions expressed as a percentage of employees' contributions as set out below:-

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
<b>Major Employers</b>				
901	ARGYLL & BUTE COUNCIL	260%	270%	280%
902	EAST AYRSHIRE COUNCIL	260%	270%	280%
903	NORTH AYRSHIRE COUNCIL	260%	270%	280%
904	SOUTH AYRSHIRE COUNCIL	260%	270%	280%
905	WEST DUNBARTONSHIRE COUNCIL	260%	270%	280%
906	EAST DUNBARTONSHIRE COUNCIL	260%	270%	280%
907	GLASGOW CITY COUNCIL	260%	270%	280%
908	NORTH LANARKSHIRE COUNCIL	260%	270%	280%
909	SOUTH LANARKSHIRE COUNCIL	260%	270%	280%
910	EAST RENFREWSHIRE COUNCIL	260%	270%	280%
911	RENFREWSHIRE COUNCIL	260%	270%	280%
912	INVERCLYDE COUNCIL	260%	270%	280%
913	SCOTTISH WATER	265%	295%	325%
914	STRATHCLYDE POLICE AUTHORITY	260%	270%	280%
915	STRATHCLYDE FIRE AUTHORITY	260%	270%	280%
<b>Further Education Colleges</b>				
57	ANNIESLAND COLLEGE	260%	270%	280%
58	SOUTH LANARKSHIRE COLLEGE	260%	270%	280%
59	CARDONALD COLLEGE	260%	270%	280%
60	CENTRAL COLLEGE OF COMMERCE	260%	270%	280%
62	GLASGOW COLLEGE OF NAUTICAL STUDIES	260%	270%	280%
63	JOHN WHEATLEY COLLEGE	260%	270%	280%
64	LANGSIDE COLLEGE	260%	270%	280%
65	NORTH GLASGOW COLLEGE	260%	270%	280%
66	STOW COLLEGE	260%	270%	280%
238	COATBRIDGE COLLEGE	260%	270%	280%
239	MOTHERWELL COLLEGE	260%	270%	280%
240	BELL COLLEGE OF TECHNOLOGY	260%	270%	280%
303	GLASGOW METROPOLITAN COLLEGE	260%	270%	280%
411	JAMES WATT COLLEGE	260%	270%	280%
412	REID KERR COLLEGE	260%	270%	280%
511	CLYDEBANK COLLEGE	260%	270%	280%
512	CUMBERNAULD COLLEGE	260%	270%	280%
612	AYR COLLEGE	260%	270%	280%
613	KILMARNOCK COLLEGE	260%	270%	280%

## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
	<b>Other Scheduled Bodies</b>			
116	GREATER GLASGOW AND CLYDE VALLEY TOURIST BOARD	260%	270%	280%
801	SPTÉ	260%	270%	280%
917	AYRSHIRE VALUATION JOINT BOARD	260%	270%	280%
918	DUNBARTONSHIRE & ARGYLL & BUTE VALUATION JOINT BOARD	260%	270%	280%
919	LANARKSHIRE VALUATION JOINT BOARD	260%	270%	280%
920	RENFREWSHIRE VALUATION JOINT BOARD	260%	270%	280%
	<b>Admitted Bodies</b>			
4	GLASGOW & WEST OF SCOTLAND SOCIETY FOR THE DEAF	260%	270%	280%
5	GLASGOW COUNCIL FOR VOLUNTARY SERVICE	260%	270%	280%
8	NOTRE DAME CHILD GUIDANCE CLINIC	260%	270%	280%
10	CRAIGHOLME SCHOOL	260%	270%	280%
13	SCOTTISH SOCIETY FOR THE MENTALLY HANDICAPPED	260%	270%	280%
14	SPRINGBOIG ST JOHN'S SCHOOL	260%	270%	280%
15	PARKHEAD HOUSING ASSOCIATION LTD	260%	270%	280%
16	DIXON HALL DAY CENTRE FOR RETIRED CITIZENS	260%	270%	280%
18	ALCOHOL FOCUS SCOTLAND	260%	270%	280%
19	ST COLUMBA'S SCHOOL LIMITED	260%	270%	280%
21	EMPLOYEE COUNSELLING SERVICE	260%	270%	280%
30	GLASGOW ASSOCIATION FOR MENTAL HEALTH	260%	270%	280%
31	RCA TRUST	260%	270%	280%
37	COMMUNITY CENTRAL HALL	260%	270%	280%
43	COMMUNITY ENTERPRISE IN STRATHCLYDE	260%	270%	280%
44	THE BISHOPS CONFERENCE OF SCOTLAND SOCIAL WELFARE COMMISSION	260%	270%	280%
45	GLASGOW CALEDONIAN UNIVERSITY	260%	270%	280%
46	ONE PLUS ONE PARENT FAMILIES - STRATHCLYDE	260%	270%	280%
48	THE ALPHA PROJECT (CUMBERNAULD)	260%	270%	280%
50	GLASGOW CULTURAL ENTERPRISES LTD	260%	270%	280%
51	THE SCOTTISH INSTITUTE OF HUMAN RELATIONS	260%	270%	280%
53	GLASGOW FILM THEATRE	260%	270%	280%
54	SCOTWEST CREDIT UNION LTD	260%	270%	280%
55	SCOTTISH SOCIETY FOR THE MENTALLY HANDICAPPED HOMES LTD	260%	270%	280%
69	THE JEELY PIECE CLUB, PLAY IT SAFE	260%	270%	280%
70	ENABLE SERVICES LTD	260%	270%	280%
71	REIDVALE ADVENTURE PLAYGROUND	260%	270%	280%
73	CAMBUSLANG COMMUNITY CARERS	260%	270%	280%
77	SCOTTISH LIBRARY & INFORMATION COUNCIL (SLIC)	260%	270%	280%
78	THE ADVOCACY PROJECT	260%	270%	280%
93	POSSIL/MILTON COMMUNITY RENEWAL LTD	260%	270%	280%
94	THE VOLUNTEER CENTRE	260%	270%	280%
95	EASTERHOUSE CITIZENS ADVICE BUREAU	260%	270%	280%
97	EAST END PARTNERSHIP LIMITED	260%	270%	280%
101	CASTLEMILK STRESS CENTRE	260%	270%	280%
104	EAST END RESPITE CARE GROUP (T/A GEEZA BREAK)	260%	270%	280%
106	STRATHCLYDE WING HONG CHINESE ELDERLY GROUP	260%	270%	280%
111	GREATER EASTERHOUSE WOMENS AID	260%	270%	280%
112	THE PRINCES TRUST GOVAN COMMUNITY VENTURE	260%	270%	280%
113	BRIDGETON, CALTON AND DALMARNOCK CREDIT UNION	260%	270%	280%
117	ARDEN OUT OF SCHOOL PROJECT	260%	270%	280%
119	GLASGOW NORTH EAST CARERS CENTRE	260%	270%	280%
120	EAST END COMMUNITY LAW CENTRE	260%	270%	280%
126	CASTLEMILK ENVIRONMENT TRUST	260%	270%	280%
127	DRUMCHAPEL ADVENTURE GROUP	260%	270%	280%
129	SCOTTISH SCREEN	260%	270%	280%
132	GOVAN INITIATIVE	260%	270%	280%
133	MERIDIAN (B.E.M.W.R.I.C.)	260%	270%	280%
136	SCOTTISH OUT OF SCHOOL CARE NETWORK	260%	270%	280%
138	PATHS FOR ALL PARTNERSHIP	260%	270%	280%
139	PARKHEAD YOUTH PROJECT	260%	270%	280%
140	STRATHCLYDE EUROPEAN PARTNERSHIP LIMITED	260%	270%	280%
141	NORTHWEST ECONOMIC NETWORK	260%	270%	280%
153	GLASGOW ALLIANCE	260%	270%	280%
154	PARKHEAD CITIZENS ADVICE BUREAU	260%	270%	280%
155	LINSTONE HOUSING ASSOCIATION LTD	260%	270%	280%
159	THE RICHMOND FELLOWSHIP SCOTLAND LTD	280%	310%	345%
161	AYR HOUSING AID CENTRE	260%	270%	280%
162	SOUTH AYRSHIRE ENERGY AGENCY	260%	270%	280%
163	CASTLEMILK YOUTH COMPLEX	260%	270%	280%
164	THE SCOTTISH INSTITUTE OF SPORT	260%	270%	280%
165	ARGYLL & BUTE LOCAL LEARNING PARTNERSHIP LTD (T/A ARGYLL COLLEGE)	260%	270%	280%
166	PENSIONERS ACTION GROUP EAST	260%	270%	280%
167	AYRSHIRE HOUSING	260%	270%	280%
169	THE FINANCIAL FITNESS RESOURCE TEAM	260%	270%	280%
170	COATBRIDGE CITIZENS ADVICE BUREAU	260%	270%	280%
171	WEST OF SCOTLAND RACIAL EQUALITY COUNCIL	260%	270%	280%
172	ACCESS NORTH AYR	260%	270%	280%



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
173	THE OUTDOOR RESOURCE BASE	260%	270%	280%
174	OBJECTIVE 3 PARTNERSHIP (SCOTLAND) LTD	260%	270%	280%
177	GLASGOW ANTI-RACIST ALLIANCE	260%	270%	280%
180	NORTH AYRSHIRE LEISURE LTD	260%	270%	280%
182	COMMUNITY VOLUNTEERS ENABLING YOUTH LTD (COVEY)	260%	270%	280%
183	EAST DUNBARTONSHIRE TOWN CENTRE MANAGEMENT LTD	260%	270%	280%
184	WEST OF SCOTLAND COLLEGES PARTNERSHIP	260%	270%	280%
185	GLASGOW HOUSING ASSOCIATION*	260%	270%	280%
189	AYRSHIRE NORTH COMMUNITY HOUSING ORGANISATION LIMITED	260%	270%	280%
191	LEARNING AND TEACHING SCOTLAND	260%	270%	280%
192	EAST RENFREWSHIRE COUNCIL FOR THE VOLUNTARY SECTOR	260%	270%	280%
193	EAST AYRSHIRE CARERS CENTRE	260%	270%	280%
194	CUMBERNAULD HOUSING PARTNERSHIP LIMITED	260%	270%	280%
196	CHILDCARE FIRST	260%	270%	280%
197	FLOURISH HOUSE	260%	270%	280%
200	EQUALS ADVOCACY PARTNERSHIP MENTAL HEALTH/DEMENTIA N.LAN	260%	270%	280%
208	GOOD SHEPHERD CENTRE (DALBETH & ST EUPHRASIA'S)	260%	270%	280%
210	GLASGOW SCHOOL OF ART	260%	270%	280%
211	UNIVERSITY OF STRATHCLYDE	265%	280%	295%
215	THE SCOTTISH SPORTS COUNCIL(T/A SPORTS SCOTLAND)	260%	270%	280%
217	KENMURE ST MARY'S BOYS' SCHOOL	260%	270%	280%
218	SCOTTISH ENVIRONMENTAL & OUTDOOR CENTRES ASSOC LTD	260%	270%	280%
219	ROYAL SCOTTISH ACADEMY OF MUSIC & DRAMA	260%	270%	280%
221	GEILSLAND SCHOOL BEITH. FOR CHURCH OF SCOTLAND	260%	270%	280%
223	ST PHILIP'S APPROVED SCHOOL	260%	270%	280%
225	LANARKSHIRE HOUSING ASSOCIATION LTD	260%	270%	280%
227	SACRO	260%	270%	280%
229	NEW LANARK CONSERVATION AND CIVIC TRUST	260%	270%	280%
230	VOLUNTARY ASSOCIATION FOR MENTAL WELFARE	260%	270%	280%
231	LANARKSHIRE ASSOCIATION FOR MENTAL HEALTH	260%	270%	280%
232	JORDANHILL SCHOOL	260%	270%	280%
234	GTC FOR SCOTLAND	260%	270%	280%
235	UNIVERSITY OF EDINBURGH (EX MORAY HOUSE COLLEGE STAFF ONLY)	270%	290%	310%
237	UNIVERSITY OF GLASGOW (EX ST ANDREWS STAFF ONLY)	270%	290%	310%
241	THE TIME CAPSULE MONKLANDS TRUST	260%	270%	280%
242	SCOTTISH FURTHER EDUCATION UNIT	260%	270%	280%
245	UTHEO LIMITED	260%	270%	280%
246	HAMILTON FURNITURE INITIATIVE	260%	270%	280%
247	SCOTTISH QUALIFICATIONS AUTHORITY	260%	270%	280%
248	TOWN CENTRE INITIATIVES LIMITED	260%	270%	280%
249	INVERCLYDE LEISURE	260%	270%	280%
250	UNIVERSITY OF ABERDEEN (EX NORTHERN COLLEGE - ABERDEEN CAMPUS STAFF ONLY)	270%	290%	310%
251	UNIVERSITY OF DUNDEE (EX NORTHERN COLLEGE - DUNDEE CAMPUS STAFF ONLY)	270%	290%	310%
252	SOUTH LANARKSHIRE LEISURE LIMITED	260%	270%	280%
253	SCOTTISH ENTERPRISE	270%	290%	310%
255	HANSEL ALLIANCE	260%	270%	280%
256	HEMAT GRYFFE WOMEN'S AID	260%	270%	280%
257	LOCH LOMOND AND THE TROSSACHS NATIONAL PARK AUTHORITY	260%	270%	280%
258	GOVAN LAW CENTRE	260%	270%	280%
262	HUTCHESONS' EDUCATIONAL TRUST	260%	270%	280%
263	COLLEGES OPEN LEARNING EXCHANGE GROUP (COLEG)	260%	270%	280%
264	UNIVERSITY OF GLASGOW ( EX SCRE EMPLOYEES ONLY)	260%	270%	280%
265	RENFREWSHIRE LEISURE LIMITED	260%	270%	280%
266	EAST RENFREWSHIRE CARERS	260%	270%	280%
267	SLIMS	260%	270%	280%
268	GREENSPACE SCOTLAND	260%	270%	280%
269	THE MILTON KIDS D.A.S.H. CLUB	260%	270%	280%
270	CLYDEBANK RE-BUILT	260%	270%	280%
272	THE SOCIETY OF CHIEF OFFICERS OF TRADING STANDARDS IN SCOTLAND (SCOTSS)	260%	270%	280%
274	SCOTTISH THROUGH-CARE & AFTER-CARE FORUM	260%	270%	280%
275	WOMEN'S SUPPORT PROJECT	260%	270%	280%
276	NORTH AYR RESOURCE CENTRE	260%	270%	280%
277	PROSPECTS FOR EMPLOYMENT	260%	270%	280%
278	AYR ACTION FOR MENTAL HEALTH LIMITED	260%	270%	280%
279	ROUTES TO WORK LIMITED	260%	270%	280%
280	CREATE - CAMBUSLANG AND RUTHERGLEN LTD	260%	270%	280%
281	CYCLING SCOTLAND	260%	270%	280%
282	YOUTH COUNSELLING SERVICES AGENCY	260%	270%	280%
283	NORTH LANARKSHIRE CARERS TOGETHER	260%	270%	280%
284	FYNE HOMES LIMITED	260%	270%	280%
285	HOUSING WIDER ACTION LIMITED	260%	270%	280%
286	DEVELOPING STRATHCLYDE LIMITED	260%	270%	280%
287	GREATER EASTERHOUSE DEVELOPMENT COMPANY LTD	260%	270%	280%
288	H.E.L.P. (ARGYLL & BUTE) LIMITED	260%	270%	280%
289	RAPE CRISIS CENTRE	260%	270%	280%
290	SOUTH AYRSHIRE WOMEN'S AID & WOMEN'S CENTRE	260%	270%	280%



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
291	GLASGOW HUMANE SOCIETY	260%	270%	280%
292	AUCHENBACK ACTIVE LIMITED	260%	270%	280%
294	HILL'S TRUST HOME SCHOOL COMMUNITY PROJECT	260%	270%	280%
295	AYRSHIRE INITIATIVES LIMITED	260%	270%	280%
296	GLASGOW WOMEN'S AID	260%	270%	280%
297	GLASGOW COLLEGES GROUP LIMITED	260%	270%	280%
298	HILLHEAD HOUSING ASSOCIATION 2000	260%	270%	280%
300	HOME GROUP LIMITED	260%	270%	280%
301	PARKINSON'S SELF HELP GROUP (MOTHERWELL AREA)	260%	270%	280%
302	THE VILLAGE STORYTELLING CENTRE	260%	270%	280%
405	UNIVERSITY OF PAISLEY	260%	270%	280%
407	KIBBLE SCHOOL	260%	270%	280%
409	CALADH HOUSE	260%	270%	280%
410	PAISLEY PARTNERSHIP REGENERATION COMPANY LTD	260%	270%	280%
415	LARKFIELD LADYBIRD PRE-5 CENTRE	260%	270%	280%
420	CORA FOUNDATION	260%	270%	280%
421	TANNAHILL CENTRE LIMITED	260%	270%	280%
422	RENFREWSHIRE CARERS CENTRE	260%	270%	280%
509	THE SCOTTISH CENTRE FOR CHILDREN WITH MOTOR IMPAIRMENTS	260%	270%	280%
514	ALTERNATIVES - WEST DUMBARTONSHIRE COMMUNITY DRUG SERVICES	260%	270%	280%
609	SCOTTISH MARITIME MUSEUM TRUST	260%	270%	280%
610	DALMELLINGTON & DISTRICT CONSERVATION TRUST	260%	270%	280%
614	KILMARNOCK NEW START PROJECT	260%	270%	280%
616	BEFRIENDING AND RESPITE SERVICES	260%	270%	280%
617	THREE TOWNS FAMILY RESPITE CARE ASSOCIATION	260%	270%	280%
624	HANSEL FOUNDATION	260%	270%	280%
625	AYRSHIRE AND ARRAN TOURIST BOARD	260%	270%	280%
626	IRVINE HOUSING ASSOCIATION	260%	270%	280%
708	ARGYLL & THE ISLANDS ENTERPRISE COMPANY LIMITED	260%	270%	280%
711	HOME-START MID ARGYLL JURA ISLAY & KINTYRE	260%	270%	280%
	<b>Best Value Admitted Bodies</b>			
261	KINGS THEATRE GLASGOW LTD	275%	300%	330%
	<b>Former Employing Bodies with No Contributing Members</b>			
3	CENTRAL SCOTLAND WATER DEVELOPMENT BOARD	-	-	-
6	THE GUILD OF AID	-	-	-
7	MUGDOCK CHILDREN'S HOME	-	-	-
9	THE PLANNING EXCHANGE	-	-	-
11	SCOTTISH COUNCIL FOR EDUCATIONAL TECHNOLOGY	-	-	-
12	SCOTTISH EPILEPSY ASSOCIATION	-	-	-
17	THE WEST OF SCOTLAND SCHOOL COMPANY LTD	-	-	-
20	GLASGOW VOLUNTEER BUREAU	-	-	-
22	CONSORTIUM FOR THE RELIEF OF THE ADULT SINGLE PARENT	-	-	-
23	GLASGOW WESTERN ST ANDREW'S YOUTH CLUB	-	-	-
24	EASTERHOUSE PROJECT TRUST	-	-	-
25	ENTERPRISE YOUTH VOLUNTEER BUREAU	-	-	-
26	PRE-SCHOOL PLAYGROUPS ASSOCIATION	-	-	-
27	PARK RESIDENTS ORGANISATION	-	-	-
28	REIDVALE COMMUNITY WORKS MANAGEMENT COMMITTEE	-	-	-
29	FRANCISCAN SISTERS OF THE IMMACULATE CONCEPTION	-	-	-
32	BUTE HOUSING ASSOCIATION LIMITED	-	-	-
33	COMMUNITY ACTION - RENTON	-	-	-
34	SOCIAL WORK SERVICES GROUP	-	-	-
35	SCOTTISH COUNCIL FOR SINGLE PARENTS	-	-	-
36	STRATHCLYDE COMMUNITY RELATIONS COUNCIL	-	-	-
38	CLYDE VALLEY TOURIST ASSOCIATION	-	-	-
39	GLASGOW UNIVERSITY SETTLEMENT	-	-	-
40	SIX CIRCLE GROUP	-	-	-
41	GLASGOW COUNCIL ON ALCOHOLISM	-	-	-
42	GREATER GLASGOW AREA TOURIST BOARD & CONVENTION BUREAU	-	-	-
47	SCOTTISH CONSULTATIVE COUNCIL ON THE CURRICULUM	-	-	-
49	YOKER YOUTH LIBRARY	-	-	-
52	SCOTTISH FILM COUNCIL	-	-	-
56	GLASGOW COUNCIL OF TENANTS ASSOCIATION	-	-	-
61	GLASGOW COLLEGE OF FOOD TECHNOLOGY	-	-	-
67	GLASGOW COLLEGE OF BUILDING AND PRINTING	-	-	-
68	THE ARCHWAY PROJECT	-	-	-
72	TEMPLE ELDERLY COMMUNITY CARE SERVICE	-	-	-
74	LAUREL PARK SCHOOL COMPANY LTD	-	-	-
75	CARNWADRIC & KENNISHEAD PRE 5 UNIT	-	-	-
76	GLASGOW EAST END COMMUNITY CARERS	-	-	-
79	ACRE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
80	AULDHOUSE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
81	BALGRAYHILL TENANT MANAGEMENT CO-OPERATIVE	-	-	-



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
82	CATHKIN BRAES TENANT MANAGEMENT CO-OPERATIVE	-	-	-
83	GARSCADDEN TENANT MANGEMENT CO-OPERATIVE	-	-	-
84	HARTLAW CHIRNSIDE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
85	MERRYLEE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
86	WELLSHOT/SILVERBANKS TENANT MANAGEMENT CO-OPERATIVE	-	-	-
87	GOVANHILL ACTION FOR PARENTS	-	-	-
88	MARYHILL JOINT WOMEN'S ACTION GROUP	-	-	-
89	HAGHILL FURNITURE RECYCLING PROJECT	-	-	-
91	HALFWAY TENANT MANAGEMENT CO-OPERATIVE	-	-	-
92	CARNWADRIC DAY CARE CENTRE ( T/A THE RAINBOW DAY CARE CENTRE)	-	-	-
96	GOVAN COMMUNITY ORGANISATIONS COUNCIL	-	-	-
98	GORBALS UMBRELLA GROUP	-	-	-
99	CAMBUSLANG NEW OPPORTUNITIES	-	-	-
100	DRUMCHAPEL SITTER SERVICE	-	-	-
102	RUCHILL DROP IN CENTRE FOR YOUNG PEOPLE	-	-	-
103	THE COMMUNITY SAFETY SHOP MANAGEMENT GROUP	-	-	-
105	STONEDYKE RESIDENTS ASSOCIATION	-	-	-
107	WOMEN'S SUPPORT PROJECT (WOMEN'S SAFETY CENTRE)	-	-	-
108	GOVANHILL SELF HELP INITIATIVE PROJECT	-	-	-
109	COUNSELLING INFORMATION AND TRAINING FOR YOUTH	-	-	-
110	SUPPORT FOR THE PARTNERS AND FAMILIES OF PRISONERS	-	-	-
114	WESTWOOD CENTRE PROJECT	-	-	-
115	GLASGOW 1999 FESTIVAL COMPANY LIMITED	-	-	-
118	CALEDONIAN TENANT MANAGEMENT CO-OPERATIVE	-	-	-
121	P.O.I.N.T.S	-	-	-
122	SPRINGWELL TENANT MANAGEMENT CO-OPERATIVE	-	-	-
123	SWINTON & INVERGYLE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
124	ST FRANCIS DAY UNIT	-	-	-
128	SAFER MILTON	-	-	-
130	CUTHELTON/LILYBANK/NEWBANK NEIGHBOURHOOD INITIATIVE	-	-	-
131	EAST POLLOKSHIELDS AFTER SCHOOL CARE SERVICE	-	-	-
134	REALISE	-	-	-
135	SAFE GORBALS PROJECT	-	-	-
137	KENNISHEAD TENANT MANAGEMENT CO-OPERATIVE	-	-	-
142	SAFE GREATER EASTERHOUSE	-	-	-
143	HILLS TRUST PARENTS COMMUNITY GROUP	-	-	-
144	CALDERCULT/INVERSHIEL TENANT MANAGEMENT CO-OPERATIVE	-	-	-
145	SPEIRS HOUSING MANAGEMENT CO-OPERATIVE	-	-	-
146	SUMMERSTON HOUSING MANAGEMENT CO-OPERATIVE	-	-	-
147	BRIADFAULD TENANT MANAGEMENT CO-OPERATIVE	-	-	-
148	BUTE & CUMBRAE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
149	HICKBROOK TENANT MANAGEMENT CO-OPERATIVE	-	-	-
150	POLLOKSHIELDS TENANT MANAGEMENT CO-OPERATIVE	-	-	-
151	WHITEROSE TENANT MANAGEMENT CO-OPERATIVE	-	-	-
152	VIEWFIELD TENANT MANAGEMENT CO-OPERATIVE	-	-	-
156	GLASGOW CITY CENTRE PARTNERSHIP LTD	-	-	-
158	ARGYLL & BUTE CAREERS PARTNERSHIP LTD	-	-	-
168	DEVELOPING NORTH AYRSHIRE LTD	-	-	-
175	AYRSHIRE CAREERS PARTNERSHIP LTD	-	-	-
176	DUNBARTONSHIRE & LOMOND CAREERS SERVICE LIMITED	-	-	-
178	LANARKSHIRE COMMUNITY CARE FORUM	-	-	-
179	DUMBARTON DISTRICT WOMEN'S AID	-	-	-
181	CRAIGNEUK DEVELOPMENT AND SUPPORT UNIT MANAGEMENT COMMITTEE	-	-	-
186	LANARKSHIRE KEY FUND LIMITED	-	-	-
187	PLAY SCOTLAND	-	-	-
188	THE VILLAGE PROJECT ST.JAMES' (POLLOCK) PARISH CHURCH	-	-	-
190	BANNER TENANT MANAGEMENT CO-OPERATIVE	-	-	-
195	CAMBUSLANG COMMUNITY RESOURCE UNIT	-	-	-
199	BURNS NATIONAL HERITAGE PARK JOINT BOARD	-	-	-
207	CLYDE RIVER PURIFICATION BOARD	-	-	-
209	EAST KILBRIDE DEVELOPMENT CORPORATION	-	-	-
212	SCOTTISH VOCATIONAL EDUCATION COUNCIL	-	-	-
213	SCOTTISH BUSINESS EDUCATION COUNCIL	-	-	-
214	JOINT COLLEGES OF EDUCATION	-	-	-
216	LOANINGDALE SCHOOL COMPANY	-	-	-
220	SCOTTISH CERTIFICATE OF EDUCATION EXAMINATIONS BOARD	-	-	-
222	QUEEN'S COLLEGE	-	-	-
224	TRINITY PARISH CHURCH	-	-	-
226	SCOTTISH CRIME SQUAD	-	-	-
228	CLYDE VALLEY TOURIST BOARD	-	-	-
233	CRAIGIE COLLEGE	-	-	-
236	NORTHERN COLLEGE	-	-	-
243	SUMMERLEE HERITAGE TRUST	-	-	-
244	GREENSPACE ACTION	-	-	-
259	THE INTER-PLAY ORGANISATION	-	-	-
260	YOUTH CONNECTIONS	-	-	-
271	COMMUNITY SAFETY TRUST	-	-	-
273	GLASGOW WEST CREDIT UNION LTD	-	-	-
293	GLASGOW CITY CENTRE VISION	-	-	-
299	AYR NORTH COMMUNITY FORUM	-	-	-
408	GLENIFFER HOME	-	-	-
413	ST.JAMES TENANT MANAGEMENT CO-OPERATIVE	-	-	-
414	MOORPARK YOUTH CENTRE	-	-	-
416	BARRHEAD WOMEN'S CENTRE	-	-	-
417	STRONE MAUKINHILL YOUTH PROJECT	-	-	-
419	JOHNSTONE RESOURCE CENTRE FOR ELDERLY AND DISABLED	-	-	-
423	RENFREWSHIRE CAREERS PARTNERSHIP	-	-	-
424	PAISLEY PARTNERSHIP LTD	-	-	-



## Strathclyde Pension Fund Actuarial Valuation as at 31 March 2005

Employer Code	Employer Name	Minimum Contributions for Year Ending (% of Employees' Contributions)		
		31 March 2007	31 March 2008	31 March 2009
507	ST ANDREW'S SCHOOL	-	-	-
508	CUMBERNAULD DEVELOPMENT CORPORATION	-	-	-
510	DUMBARTON COUNCIL ON ALCOHOL	-	-	-
515	THE VETRANS PROJECT	-	-	-
606	IRVINE DEVELOPMENT CORPORATION	-	-	-
607	ARRAN TOURIST ORGANISATION	-	-	-
608	MALIN HOUSING ASSOCIATION	-	-	-
611	AYRSHIRE TOURIST BOARD	-	-	-
615	THREE TOWNS COMMUNITY & VOLUNTARY ORGANISATIONS COUNCIL	-	-	-
618	THREE TOWNS FORUM ON DISABILITY	-	-	-
619	AYR TOWN CENTRE MANAGEMENT INITIATIVE	-	-	-
620	BEFRIEND A CHILD PROJECT	-	-	-
621	CHILD WATCH - NORTH AYR	-	-	-
622	YOUTH INFORMATION & RESOURCE PROJECT	-	-	-
623	ARDROSSAN SALTCOATS & STEVENSON INFO SUPPORT TRAINING	-	-	-
627	COMCARE. KILMARNOCK	-	-	-
703	ROTHERSAY HARBOUR TRUST	-	-	-
704	ROTHERSAY TOURIST ORGANISATION	-	-	-
705	DUNOON TOURIST ORGANISATION	-	-	-
706	MID ARGYLL & ISLAY TOURIST ORGANISATION	-	-	-
707	WEST HIGHLANDS, AND ISLANDS OF ARGYLL TOURIST BOARD LIMITED	-	-	-
709	WEST HIGHLANDS & ISLANDS OF ARGYLL TOURIST BOARD	-	-	-
710	BUTE & COWAL TOURIST BOARD	-	-	-
802	SBL - UP TO 18/2/93 - FUND 2	-	-	-
<b>Former Local Authorities (Pre-1996 Local Government Reorganisation)</b>				
1	STRATHCLYDE REGIONAL COUNCIL	-	-	-
2	GLASGOW DISTRICT COUNCIL	-	-	-
202	EAST KILBRIDE DISTRICT COUNCIL	-	-	-
203	HAMILTON DISTRICT COUNCIL	-	-	-
204	CLYDESDALE DISTRICT COUNCIL	-	-	-
205	MONKLANDS DISTRICT COUNCIL	-	-	-
206	MOTHERWELL DISTRICT COUNCIL	-	-	-
402	EASTWOOD DISTRICT COUNCIL	-	-	-
403	INVERCLYDE DISTRICT COUNCIL	-	-	-
404	RENFREW DISTRICT COUNCIL	-	-	-
502	BEARSDEN & MILNGAVIE DISTRICT COUNCIL	-	-	-
503	CLYDEBANK DISTRICT COUNCIL	-	-	-
504	CUMBERNAULD & KILSYTH DISTRICT COUNCIL	-	-	-
505	DUMBARTON DISTRICT COUNCIL	-	-	-
506	STRATHKELVIN DISTRICT COUNCIL	-	-	-
602	CUMNOCK & DOON VALLEY DISTRICT COUNCIL	-	-	-
603	CUNNINGHAME DISTRICT COUNCIL	-	-	-
604	KILMARNOCK & LOUDOUN DISTRICT COUNCIL	-	-	-
605	KYLE & CARRICK DISTRICT COUNCIL	-	-	-
702	ARGYLL & BUTE DISTRICT COUNCIL	-	-	-
201	LANARK SUB-REGION	-	-	-
401	RENFREW SUB-REGION	-	-	-
501	DUMBARTON SUB-REGION	-	-	-
601	AYR SUB-REGION	-	-	-
701	ARGYLL SUB-REGION	-	-	-

### Notes

Contributions expressed as a percentage should be paid into the Fund at a frequency in accordance with the regulations.

Further sums should be paid to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those included within our assumptions.

The certified contribution rates represent the minimum level of contributions to be paid. Employing authorities may pay further amounts at any time and future periodic contributions may be adjusted on a basis approved by ourselves.

Future periodic contributions may be adjusted on a basis approved by ourselves.

\* (Pg 52) The contributions shown for Glasgow Housing Association (Employer code 185) are provisional and may be amended following further discussions between Glasgow City Council and Glasgow Housing Association.

