

Annual Report

and Accounts



**Staffordshire
Pension Fund**
Local Government Pension Scheme

Staffordshire Pension Fund 2018/2019

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Welcome

It gives us great pleasure to present the Annual Report and Accounts for the financial year ended 31 March 2019 for the Staffordshire Pension Fund.



**Philip Atkins,
OBE**
Chairman
(Pensions Panel)

The Staffordshire Pension Fund administers the Fund on behalf of over 400 different Employers and once again we are most grateful to the Pensions team for the efficient service they have provided to all of our Employers and their continued professionalism in maintaining the highest standards of service to our scheme members.

has already made an initial transfer of Partner Fund assets and is aiming to deliver savings in excess of £250m over the next 16 years.

The Local Pensions Board, established in accordance with the Public Service Pensions Act 2013 and Regulation 106 of the Local Government Pension Scheme, continues to operate. The Board consists of 6 members, 3 from our employer base and 3 from the membership side.

The Board is non- executive and its purpose is to assist the administering authority in securing compliance with the increasingly complex LGPS Regulations, other legislation relating to the governance and administration of the scheme and requirements imposed by the Pensions Regulator.

A link to the Board's annual report can be found on page 8.

We also wish to thank the members of the Pension Committee, Pensions Panel and the Director of Corporate Services and his staff for their invaluable contributions to the work of the Fund during the year.



Colin Greatorex
Chairman
(Pension
Committee)

The Pensions Team is continually striving to provide the best 'customer' experience for all of our scheme members, whether they are current contributing employees, deferred members awaiting payment of their benefits from a future retirement date or retired members in receipt of their pension benefits. The Fund is working hard to promote the online self-service facility which enables our members to access their pension information through a secure portal from the comfort of their own home or workplace. With the ever evolving Local Government Pension Scheme (LGPS) and the need to communicate information and updates to our members and Employers alike, we are keen to encourage greater use of our online facility going forward.

The Investment Team has continued to help set up the new regional pool 'LGPS Central', where Staffordshire are one of the 8 Partner Funds. Launched on 3 April 2018, LGPS Central Ltd has made significant progress during the year and





Fund Governance

Governance

Staffordshire County Council is legally responsible for the Staffordshire Pension Fund. Managing the Fund's affairs effectively is one of our main aims. Under the County Council's constitution, the Pensions Committee and Pensions Panel are delegated to look after the Fund. As a result of the Public Service Pensions Act 2013, a Local Pension Board was also set up to aid effective governance. Details of the three bodies are provided below.

Pensions Committee

The main tasks of the Pensions Committee are to;

- ◆ decide the overall funding strategy
- ◆ decide how much of the Fund should be shared out between different types of assets and which countries they should be invested in
- ◆ make sure that the Fund invests in different kinds of assets to spread the risk
- ◆ review investments to make sure they are suitable for the needs of the Fund
- ◆ agree the terms under which bodies (for example, contractors) will be allowed to join the LGPS
- ◆ approve the Pension Fund Annual Report and Accounts
- ◆ monitor the overall administration of the LGPS.

Pensions Committee council members at 31 March 2019



Ben Adams



*Philip Atkins,
OBE*



*Derek Davis,
OBE*



*Ann Edgeller
(Vice Chair)*



*Colin Greatorex
(Chair)*



Bob Spencer



Mike Sutherland



*Stephen
Sweeney*



Martin Tittley



During the course of 2018/2019 the Pensions Committee;

- ◆ formally approved the 2017/2018 Pension Fund Annual Report and Accounts.
- ◆ reviewed the Pensions Business Plan for 2018/2019 and approved the Pensions Business Plan for 2019/2020.
- ◆ considered the development of an Assurance Framework by Staffordshire County Council's Internal Audit service for the LGPS asset pooling arrangements.
- ◆ reviewed the high-level risks of the Risk Register and approved the Risk Management Policy for the Staffordshire Pension Fund.

Involving others in governance

As well as the nine council members shown, the Pensions Committee also has co-opted members. Co-opted members represent the Pensions Consultative Forum, which is made up of representatives from all organisations that are members of the Fund.

The co-opted members cannot vote at meetings and representatives for 2018/2019 are shown below with who they represent.

Nigel Caine (Larger Public Bodies)
Michael Vaughan (Trade Unions)
Vacant (Other Scheduled Employers)

Peter Noskiw (Education Sector)
Kevin Upton (Admitted Bodies)
Phil Jones (Pensioner Representative)

Pensions Panel

The Pensions Panel helps the Pensions Committee. The Pensions Panel's main tasks are to;

- ◆ **decide the appropriate structure of investment management and appoint appropriate investment managers**
- ◆ **co-ordinate the activities of the various investment managers to reflect the overall aims of the fund**
- ◆ **monitor how the investment managers perform against their investment targets.**

The Director of Corporate Services is responsible for managing the Fund's investments from day to day, in line with the decisions of the Pensions Panel.

Pensions Panel Council members at 31 March 2019



*Philip Atkins,
OBE (Chair)*



*Derek Davis,
OBE*



Colin Greatorex



Mike Sutherland



*Stephen
Sweeney*

Advisor members:

*Carolán Dobson
(Independent
advisor)*

*Graeme Johnston
(Hymans Robert-
son)*

*David Thomas
(Independent
advisor)*

The Pensions Panel during 2018/2019;

- ◆ reviewed and monitored the Pension Fund performance and Portfolio of Investments for 2017/2018
- ◆ approved the 2019/2020 Annual Investment Strategy for managing the Pension Fund's cash
- ◆ received presentations from various investment managers and advisors.
- ◆ received updates on the pooling of LGPS investments.



Local Pensions Board

The main purpose and role of the Board is to;

- ◆ assist the County Council as the administering authority, to secure compliance with all regulations related to the governance of the LGPS
- ◆ help ensure the Fund is managed and administered effectively and efficiently
- ◆ ensure the Fund complies with the Code of Practice issued by the Pensions Regulator.

Local Pensions Board members at 31 March 2019

Employer representatives:

Gordon Alcott - Cannock Chase District Council

Vacant

Vacant

Scheme Member representatives:

Kate Salter - Trade Union Official

Ian Jenkinson - Retired Scheme Member (Chair)

Tim Legge - Retired Scheme Member

The Local Pensions Board during 2018/2019;

- ◆ reviewed Pensions Committee and Pensions Panel meetings held during the year
- ◆ considered the governance of the Risk Register including members attending the Risk Committee Working Group
- ◆ attended the Local Pension Board Conference in London
- ◆ produced their own Annual Report. The full report which covers the last financial year is available by following the attached link:



Pension Board Online

The Executive Summary from the Report is provided below:

” The opinion of the Board is that they currently have no concerns about the Staffordshire Pension Fund, its administration or the LGPS Central arrangements.”

Ian Jenkinson – Chair of the Staffordshire Pension Board



More details of the responsibilities of the Pensions Committee, the Pensions Panel and the Local Pension Board are set out in our Governance Policy Statement which is available on our website at **www.staffspf.org.uk**. The Governance Policy Statement also contains the ‘Statement of Compliance’. This is our assessment of how the Fund’s governance arrangements compare to nine best practice principles set by the government.

Meeting Attendance

The table below sets out the attendance at the various quarterly meetings in 2018/2019.

Committee Member	15/06/2018	27/09/2018	18/12/2018	15/03/2019
Ben Adams	✓	✓	✓	✓
Philip Atkins, OBE	x	x	x	✓
Derek Davis, OBE	✓	✓	x	x
Ann Edgeller	✓	✓	✓	✓
Colin Greateorex	✓	✓	✓	✓
Mike Sutherland	✓	✓	✓	✓
Stephen Sweeney	x	✓	✓	✓
Martin Tittley	x	x	x	x
Bob Spencer	x	✓	✓	x
Co-opted members				
Nigel Caine	N/A	N/A	x	x
Michael Vaughan	N/A	N/A	✓	✓
Phil Jones	N/A	x	✓	✓
Peter Noskiw	✓	x	x	x
Kevin Upton	✓	x	x	✓

Panel Member	05/06/2018	04/09/2018	04/12/2018	05/03/2019
Philip Atkins, OBE	✓	✓	x	✓
Derek Davis, OBE	✓	✓	x	✓
Mike Sutherland	✓	✓	✓	✓
Stephen Sweeney	✓	✓	✓	x
Colin Greateorex	x	✓	✓	✓
Advisors				
Carolyn Dobson	x	x	x	✓
Graeme Johnston	✓	✓	✓	✓
David Thomas	x	✓	✓	✓

Board Member	15/06/2018	27/09/2018	18/12/2018	15/03/2019
Gordon Alcott	✓	✓	✓	✓
Kate Salter	x	x	✓	x
Ian Jenkinson	✓	✓	✓	✓
Tim Legge	x	✓	✓	✓

n/a = not a member at the time of meeting.



Administration and Investments

The Director of Corporate Services, the Head of Treasury and Pensions and their staff are responsible for the administration and accounting functions that relate to the investments of the Fund. Details of all transactions carried out by the Funds investment managers are collected and examined.

The Director of Corporate Services, the Head of Treasury and Pensions and their staff are responsible for all administration related to recording each member's years of service, working out benefits and paying pensions.

The Director of Corporate Services is also responsible for providing legal advice.

Advice

The Pensions Committee and Pensions Panel take advice from the Director of Corporate Services and consultants appointed by the Pensions Panel, including a main investment consultant and two independent consultants. The performance of the consultants is reviewed annually.

Training

The Pensions Committee have adopted the Chartered Institute of Public Finance and Accountancy (CIPFA) Knowledge and Skills Framework for training members and officers. The training addresses 6 areas of knowledge:

- ◆ Legislative and governance
- ◆ Accounting and auditing
- ◆ Financial Services, procurement, and relationship management
- ◆ Investment performance and risk management
- ◆ Financial markets and products knowledge
- ◆ Actuarial methods, standards and practices

During the year the Pensions Committee and Pensions Board received training covering most of these areas. This included training on Responsible Investing (Financial markets and products knowledge) and on the LGPS Governance structure (Legislative and governance).

Communication

The Fund produces a Communications Policy that it reviews annually and is available at: **www.staffspf.org.uk**

Full details on how the Fund communicates with its members are available on page 27.



Risk management

The main strategic risk to the Fund is failing to meet its primary objective of having sufficient funds to meet its liabilities when they become due for payment. This particular risk is managed through the Funding Strategy, which models the probability of a range of possible outcomes occurring (known as Monte Carlo Simulation). The primary reason for the high variability (risk) in outcomes derives from the high proportion of the Fund invested in growth assets, in particular equities. However, in the long term this is considered to deliver returns that are commensurate with the risk and this helps to keep employer contributions lower than they would otherwise be. It also relies upon the strong covenant of the major employing bodies in the Fund which allows for a long term perspective to be taken.

Risks are inherently reported to the Pensions Committee/Panel as part of routine reporting. However, there is a separate risk register, which has been developed to categorise risk across 4 main areas of focus: **Funding, Administration, Governance** and **Investment**. Some key risks from each of the areas, and the way in which they are mitigated, are highlighted in the following paragraphs.

Funding

- ◆ **Inflation** - Future payments the Fund has to make to pensioners are linked to inflation. Therefore increases in the rate of inflation will increase the value of payments to pensioners. The Fund invests in assets, such as index linked gilts, which are linked to inflation. This reduces risk as it matches the return on these assets to actual increases in inflation.
- ◆ **Longevity** - Future life expectancy is an area which is difficult to forecast accurately but, as people are living longer, the cost to the Fund of paying their pensions increases. The Fund has made assumptions on longevity with allowances for future increases. The Fund Actuary also has access to information on the experiences of other local authority pension funds. A substantial portion of this risk has been transferred to employees under changes to the scheme made in 2014, which links the scheme retirement age to state pension age.
- ◆ **Changes in the maturity profile of the Fund** - The Fund will mature as the ratio of pensioners and deferred pensioners to active employees increases. This is growing as an issue as a result of structural changes affecting employers in the Fund. Over time it is possible to amend the investment strategy to better match this change but it may result in higher contribution rates for Fund employers.

Administration

- **Maintaining an appropriate level of staffing and resources** - This risk is managed by monitoring workloads and benchmarking staff numbers. Management also hold performance conversations and monitor customer feedback results and complaints.
- **Maintaining complete and accurate records** - Risks are mitigated through the use of internal contribution control and financial systems. Other controls include actuarial data checks, record keeping checks and actuarial calculations.



Governance

- ◆ **Structure** - The Fund must demonstrate key principles of accountability and transparency through clear responsibilities and reporting and an appropriate governance structure. To manage this, the Fund's objectives are defined, reviewed annually and approved by Pensions Committee as part of a comprehensive performance management framework which includes KPI's and review of the Risk Register. Reports on governance arrangements are presented at the Pensions Committee and Local Pensions Board.
- ◆ **Training** - Elected Members and Senior Managers need to have the required skills and qualifications to perform their function effectively, and be supported by an ongoing programme of training. This is promoted by the adoption of the CIPFA Training and Skills Framework, the use of a Training policy and Training Log. Assurance is given by review of the training records log, Local Pensions Board, the qualifications and experience of senior officers, performance meetings with staff and through the appointment process..
- ◆ **Advice** - The Fund needs to have proper arrangements to receive appropriate financial, investment and actuarial advice in order to make the best possible decisions. This risk is managed by procuring the services of several advisors who attend and report to the Pensions Committee, Pensions Panel and Local Pensions Board, advising them on key decisions.

Investments

- ◆ **Investment in equities** - A large proportion of the Fund is invested in equities which are expected to provide better returns than government bonds over the long term. The risk with this strategy is that equity values fall significantly in the short term and they fail to outperform bonds in the long term. This risk is managed through reliance on the funding strategy which monitors the positive cash flows of the Fund and the long term covenant of the main employing bodies. This then allows the Fund to take a long-term investment perspective and maintain a high exposure to equities which, over time are expected to deliver better financial returns.
- ◆ **Interest rates** - Changes in interest rates will affect the level of the Fund's liabilities and the value of the Fund's investment in bonds. Little can be done in relation to the change in liabilities; this is a fundamental part of having a Pension Fund. To mitigate the risk of capital loss on bonds from interest rate changes, the Fund's strategic asset allocation allows scope to adjust the bond exposure, should it be necessary.



◆ **Pension Fund investment managers underperform their target benchmarks**

- As the majority of the Fund is invested through external investment managers, this risk is partially managed by keeping a substantial share of the Fund invested passively and by ensuring that the active managers have complementary styles. Each manager has an investment management agreement in place which sets out the relevant investment benchmark, investment performance target, asset allocation ranges and any investment restrictions. This constrains the investment managers from deviating significantly from the intended approach, while permitting sufficient flexibility to allow the manager to reach their investment performance target. All this is allied to regular monitoring.

In terms of investment risks, the Pensions Committee receives an annual report from the Fund's independent performance measurer to show both performance and risk, where risk is measured as the variability of returns, both against liabilities and against equity or other benchmarks. The Pensions Panel receives reports which monitor such risks quarterly.

Scheme management and advisors

Advisors

Carolán Dobson BSc, MSII
David G Thomas BSc, FIA
Hymans Robertson LLP

Actuary

Hymans Robertson LLP

Auditors

Ernst & Young LLP

AVC providers

Clerical Medical
Standard Life Assurance Ltd
The Equitable Life Assurance Society

Bankers

Lloyds Bank plc

Custodian

The Northern Trust Company

Investment managers

Alcentra Limited
Capital Dynamics Ltd
Colliers International UK plc
Goldman Sachs Asset Management
Harbourvest Partners LLC

Hayfin Capital Management
Highbridge Capital Management
Insight Investment
JP Morgan Asset Management
Knightsbridge Advisors LLC
Lazard Technology Partners LP
Legal & General Investment
Management
LGPS Central Limited
Longview Partners Limited
Partners Group LP
Russell Investments Limited
Standard Life Investments Limited

Legal adviser

John Tradewell, LLB, MBA
Director of Corporate Services

LGPS Pooling Operator

LGPS Central Limited

Official responsible for the Fund

John Tradewell, LLB, MBA
Director of Corporate Services

Performance measurement

Portfolio Evaluation Ltd

If you need more information, you can find contact names and phone numbers on page 88





Fund Administration

Scheme Administration

The Pensions Team sits within the Corporate Services Directorate of Staffordshire County Council. The Pensions Team is accountable to the Pensions Committee, participating employers and scheme members.

The staffing structure of the Team is designed to maximise the services to customers of the Fund, ensure the quality of data held and allow the Pensions section to adapt to changing work practices such as digital, flexible and mobile working and automation.

The structure is organised across three functional areas.

Finance and Investment Team

Responsible for the management and governance of the financial aspects of the Fund, including:

- ◆ The investment of the Fund's assets.
- ◆ Monitoring compliance with the Fund's investment strategy.
- ◆ Producing the Funds Annual Report and Accounts.

Benefits Team

Service Delivery - Responsible for:

- ◆ The calculation / accuracy of retirement benefits, and those for early leavers, arranging additional contribution / Additional Voluntary Contribution(AVC) contracts.
- ◆ Ensuring the Fund meets its Service Level Agreements and Pension Regulator disclosure requirements.
- ◆ Managing and responding to technical questions raised by members and Employers.
- ◆ Managing the Internal Dispute Resolution Procedure (IDRP)

Pensioner Payroll - the Fund has circa 33,000 pensioners with a monthly payroll bill of over £11 million. This requires:

- ◆ Full administration of the Pensions Payroll to include new retiree starters, leavers and processing of dependants' pensions.
- ◆ Issue of payroll advice statements to pensioners as required together with the production of the annual HMRC P60 statement.
- ◆ Making statutory returns and payments to HMRC.



Technical Team

The Technical Team is responsible for Pensions Administration Systems, incoming data and correspondence management, Transfer Administration Communications, Actuarial Reporting, Collections and reconciliation of employer and member contributions.

Systems

- ◆ Maintaining the pensions administration database (Altair) to ensure the integrity and security of the system and that it remains fully updated.
- ◆ Delivery of key reports, servicing of key projects and production of Annual Benefit Statements,
- ◆ Data cleansing and interfacing Employers, monthly and annual returns, processing of annual Pension Increase, and managing the data improvement plan.

Incoming Data / Correspondence Management

- ◆ Indexing incoming post and email received onto members records and initiation of relevant internal workflow.
- ◆ Creating records for new members.
- ◆ Management of member data received from Scheme Employers, to include updating to the pensions administration system, and checking data for accuracy and completeness.

Scheme Transfer Administration

- ◆ The calculation and accuracy of transfers to and from other Local Authority Funds/Pension Schemes.
- ◆ Transfer estimates for divorced members.
- ◆ Implementation of Pensions Sharing Orders.
- ◆ Internal transfers between Employers within the Fund.

Employer Liaison and Communications

- ◆ Processing scheme admissions and cessations.
- ◆ Notifying new Employers of their responsibilities to the Staffordshire Pension Fund.
- ◆ Providing technical support to new Employers.
- ◆ Attending hosting meetings.
- ◆ Providing advice and guidance to Employers on restructures, contract letting, TUPE / Fair Deal issues and new Employer admissions. Creating and maintain factsheets for members and Employers.
- ◆ Updating the Fund's website.

Actuarial Reporting

- ◆ The submission of required data to the Scheme Actuary and for the triennial actuarial valuation.
- ◆ Production of pension liability reports for Employers (IAS19/FRS102).
- ◆ Management of monthly Employer Asset Tracking.
- ◆ Supporting Scheme Employers on all other actuarial issues.

Collection and Reconciliation of Member and Employer Contributions

- ◆ Ongoing monitoring and reconciliation of contribution income to the Pension Fund.

Staffing Across Finance, Investment and Administration

There are 45.8 full time equivalent (FTE) posts in the Pension Section with 27.4 staff responsible for pensions administration. This equates to a staff to Fund member ratio of one FTE employee to 2,365 based on a total Fund membership of 108,309.

Operational Costs

The Fund's operational financial performance is reviewed by the Pensions Committee, who approves the annual budget.

Actual spend is monitored throughout the year by the Fund's Management team and is reported in the Annual Accounts.

Employer Membership Activity

During the year the Fund welcomed 68 new employers into the scheme – 44 LEA schools converted to Academies, there were 2 newly established Academies and 22 Admitted Bodies joined.

Of the 22 Admitted Bodies, 18 were small contractor admissions, where the letting employer remains responsible for all residual pension liabilities in the Fund. The other 4 Admitted Bodies joined on a "Stand Alone" basis and for these the LGPS regulations require an assessment taking into account of actuarial advice, of the level of risk arising on the premature termination of the provision of service or assets by reason of insolvency, winding up or liquidation of the admission body. Such an assessment was carried out for each of the 4 "Stand Alone" bodies and admission agreements were put in place for these and all of the newly admitted bodies.

During the year the Fund had 4 employers who ceased membership of the Staffordshire Pension comprising of 4 previously admitted bodies.

Fund Membership Trends

The following table sets out the relevant metrics that demonstrate how the overall membership in the Staffordshire Pension Fund has increased. The increased membership results in increased demands both in terms of individual member casework and wider reporting and monitoring requirements.

Active Members – are employees who currently contribute to the LGPS and the numbers include some employees who have more than one contract of employment, each being treated separately for administration purposes.

Retired Members – are in receipt of a pension, including spouses and dependants in receipt of a pension in respect of a former member.

Deferred Members – are former active members who have elected to retain their rights in the Scheme until they become payable.



	March 2015	March 2016	March 2017	March 2018	March 2019
Actives	36,991	36,785	34,963	33,776	32,735
Retired	28,713	30,051	31,713	33,156	34,731
Deferreds	38,079	38,446	39,362	40,552	40,843
Total	103,783	105,282	106,038	107,484	108,309

Analysis of Membership as at 31 March 2019

The following table provides a breakdown of the Fund membership of active members, deferred members and pensioners at 31 March 2019.

Age Group	Active	Deferred	Retired	Spouse/Dependant
0-14	0	0	0	68
15-19	339	2	0	90
20-24	1,238	403	0	47
25-29	1,992	1,683	3	2
30-34	2,695	3,490	1	2
35-39	3,330	4,239	4	6
40-44	3,940	5,040	10	16
45-49	5,252	7,133	42	56
50-54	5,895	8,596	119	97
55-59	4,675	7,329	1,454	206
60-64	2,692	2,773	5,871	269
65-69	525	100	8,273	382
70-74	162	55	7,250	578
75-79	0	0	4,027	556
80-84	0	0	2,152	641
85-89	0	0	1,095	503
90+	0	0	520	391
Totals	32,735	40,843	30,821	3,910

Total membership 108,309

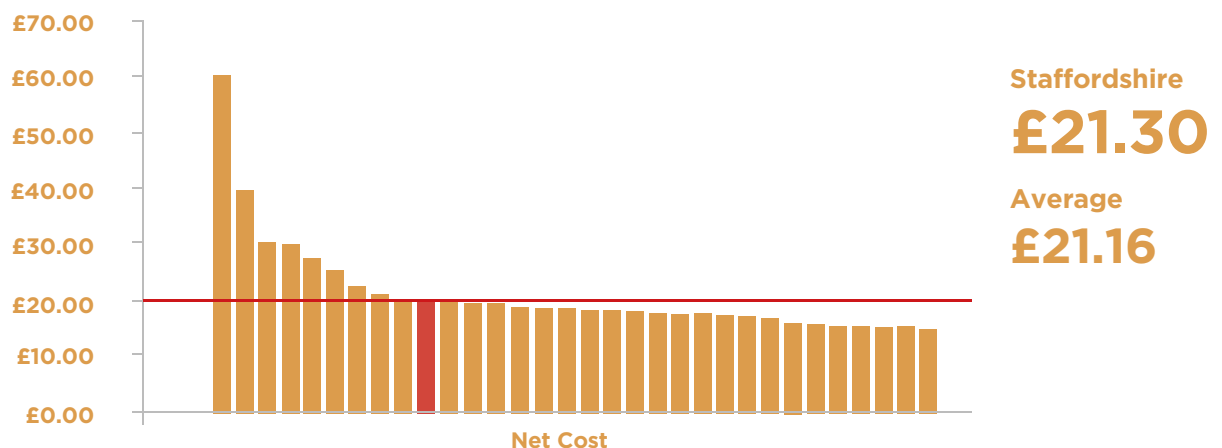
Chartered Institute of Public Finance and Accountancy (CIPFA)

The Fund participates in the CIPFA Benchmarking Club.

Annually data is supplied on cost measures, workload measures, staff related measures and Industry Standard Performance Indicators. Data supplied includes the number of entrants to the scheme, early leavers, retirements and deaths; details of how calculations are processed and staffing experience such as salary and pensions experience.

The most recent figures we hold for cost per scheme member for administering the Staffordshire Pension Fund is £21.30 (2017/18) compared to the national average of £21.16. The graph below illustrates that the service continues to be cost effective and remains in line with the Government's key indicator, as reported in the national benchmark return.

Cost Per Scheme Member 2017/18



Administration Performance

As part of our commitment to continued service improvement we operate a system of performance monitoring.

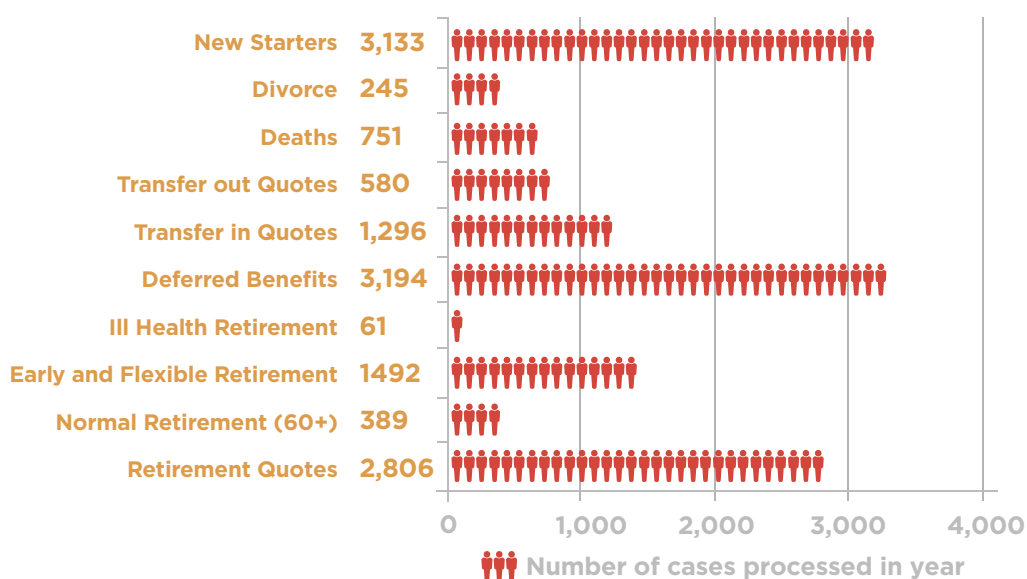
The pension administration system monitors the key procedures that are performed by the administration team. Each procedure is measured against its target and monitored monthly.



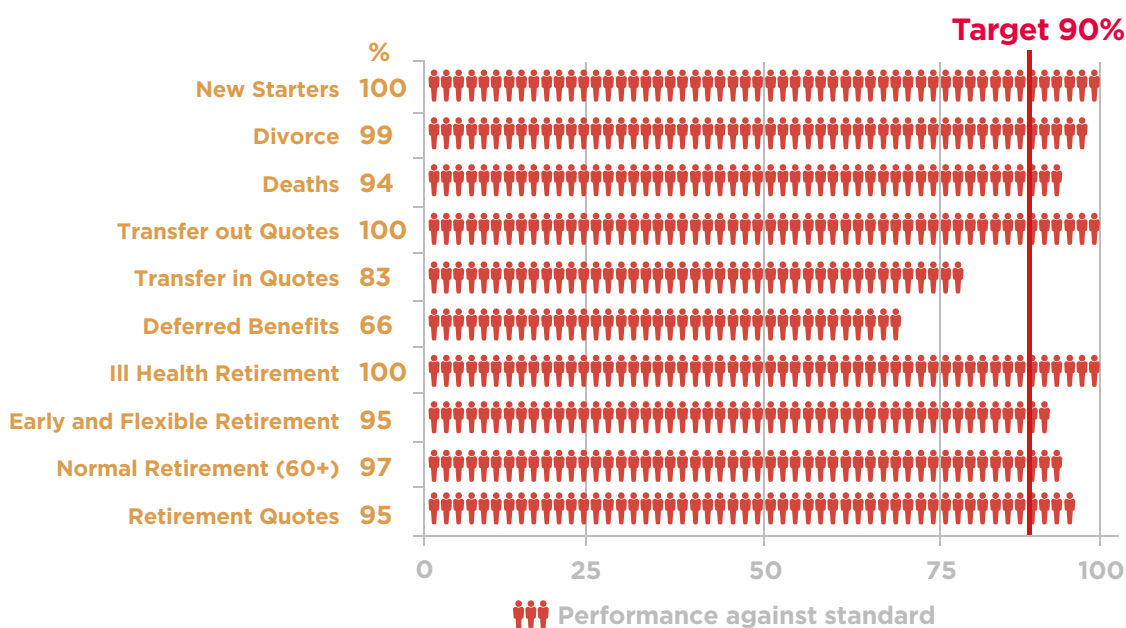
The Pensions Committee receives regular reports on the administration of the Fund, ensuring that best practice standards are met and to justify to all stakeholders, including members and employers, that the Fund is being run in an efficient and effective way.

The following tables show an analysis of workloads and performance against service standards.

Analysis of Workload 2018/19



Performance Against Standard 2018/19



Administration Strategy

As well as the Pension Fund having clear responsibilities with regards to scheme administration, Employers equally have defined obligations which are set out in the Regulations and within the Pensions Regulator Code of Practice. These obligations include the requirement to provide accurate and timely data about members, their pay, personal circumstances and pension choices.

In order to assist with the understanding of these obligations the Fund has an Administration Strategy, defining the responsibilities and levels of expected performance for both the Fund and Employers.

Employer Focus Peer Group

The first meeting of the newly formed Employer Focus Peer Group took place in September 2018 and consists of representatives from across the Fund's Employer base including district councils, educational establishments and other participating organisations.

The Peer Group aims to:

- ◆ Enable the Fund to work collaboratively with Employers
- ◆ Share best practice
- ◆ Discuss current pension issues and their impact on the Fund and Employers
- ◆ Encourage engagement between the Peer Group and the Fund to improve the exchange of data and communication.
- ◆ Provide feedback to the Fund to assist us when implementing improvements
- ◆ Agree on ideas for future Employer training events

Collaborative Working

The Fund keeps abreast of administration best practice by participating in collaborative groups such as the Local Government Association's Communication Group and attending the Regional Pensions Officer Group.

Representatives from the Fund also sit on a Regional Communications Working Group with other LGPS Funds who meet regularly to discuss communications issues within the LGPS and to share resources for joint communication projects.

A representative from the Fund currently chairs the National Communication Working Group for the LGPS. The Working Group help produce documentation and provide assistance to other Funds through the Local Government Association.



Use of Information Technology

Altair

The Pensions Team uses Aquila Heywood's "Altair" pensions software to provide all aspects of pensions administration including, benefit calculations, task management document imaging, workflow production, pensioner payroll, member and Employer self-serve. The Altair system is used nationally by the majority of Local Government Pension Funds in England and Wales.

The Pensions Team has regular client meetings with Aquila Heywood and engages in user groups to ensure that pensions administration continues to meet the current and future needs of the Fund.

i-Connect

Employers submit members data through a number of sources e.g. spreadsheets, interfacing, paper forms etc. We recognise the significant resource required by the Pensions Team and Employers to ensure members records are accurate and up to date.

As a consequence, the Fund has worked with its software partner to install a system called i-Connect. With i-Connect, data is taken directly from the Employer's payroll system automatically identifying new starters, leavers, opt-outs and generating a data extract to the Fund. This greater efficiency enables the Fund and Employers to improve the accuracy of member data, plus the processing of the administration casework.

Since its introduction, 58 Employers now provide monthly member updates through i-Connect. The Fund is continually working to expand the number of Employers using i-Connect.

Member Self-Service

The Fund offers a self-service facility for active and deferred scheme members to view their pension records and perform individual benefit calculations securely via the Fund's website. During the last year the Pensions Team has been working with its software provider to upgrade to the latest version. It is hoped that the latest version will go live later in 2019 and will coincide with member communication promoting the use of the new member self-service hub.

Fund's Website

In October 2018 a new look Pension Fund website was launched. The newly designed home page has quick links to the most popular categories. A further feature is shortcuts to the most popular topics / visited pages for the different types of members.

The website also provides information on all aspects of the LGPS and has dedicated sections for the Fund's customer groups- including active members, deferred members, pensioners and Employers. It also contains key publications such as policy statements and annual reports.

General Data Protection Regulations (GDPR)

GDPR came into effect on 25 May 2018 to harmonise data protection regulations across Europe and give individuals more rights about how their personal data is managed and used. GDPR applies to all personal data and information that can be used to identify a living individual either directly or indirectly.

Under GDPR the Fund is a Data Controller and in the lead up to the introduction of the new regulatory requirements the Fund reviewed its processes, policies, documents and data sharing agreements to ensure the Fund complies with the new GDPR requirements.

Data Quality /Improvement Plan

The Pensions Regulator (TPR) stated that it expected all schemes to undertake an annual data review and put an improvement plan in place (if required) and also include data accuracy scores in the Fund's 2018 scheme reports.

To meet this requirement the Fund undertook a Data Quality Review. This review provided a detailed report on the quality of the Fund's data benchmarked against common and specific data.

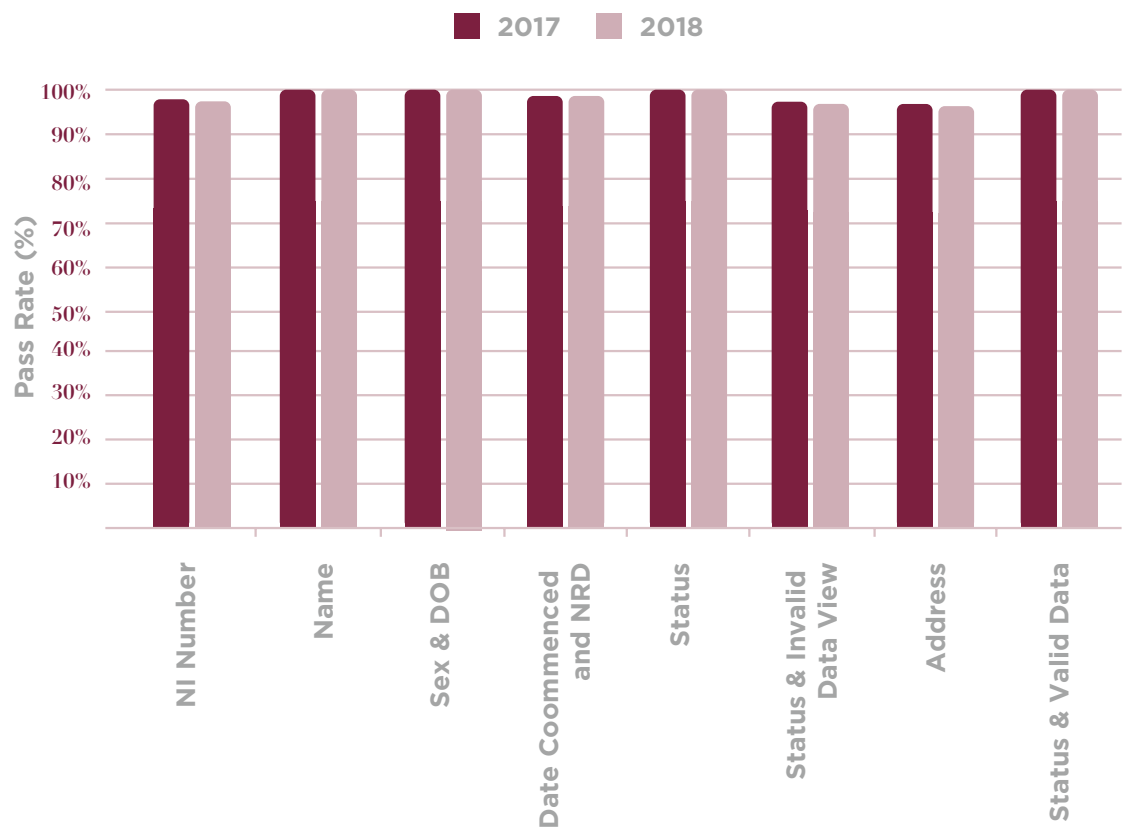
Common Data - this is data deemed as common across all schemes as it is data stipulated by the TPR, which includes names, addresses, national insurance number, date of birth, gender etc.

Specific Data - This is data that is essential to calculate benefit entitlement such as member contributions, pensionable pay, service history etc. The data also includes events that occur during an individual's membership, for example, transfers, purchase of additional pension and pension sharing orders.

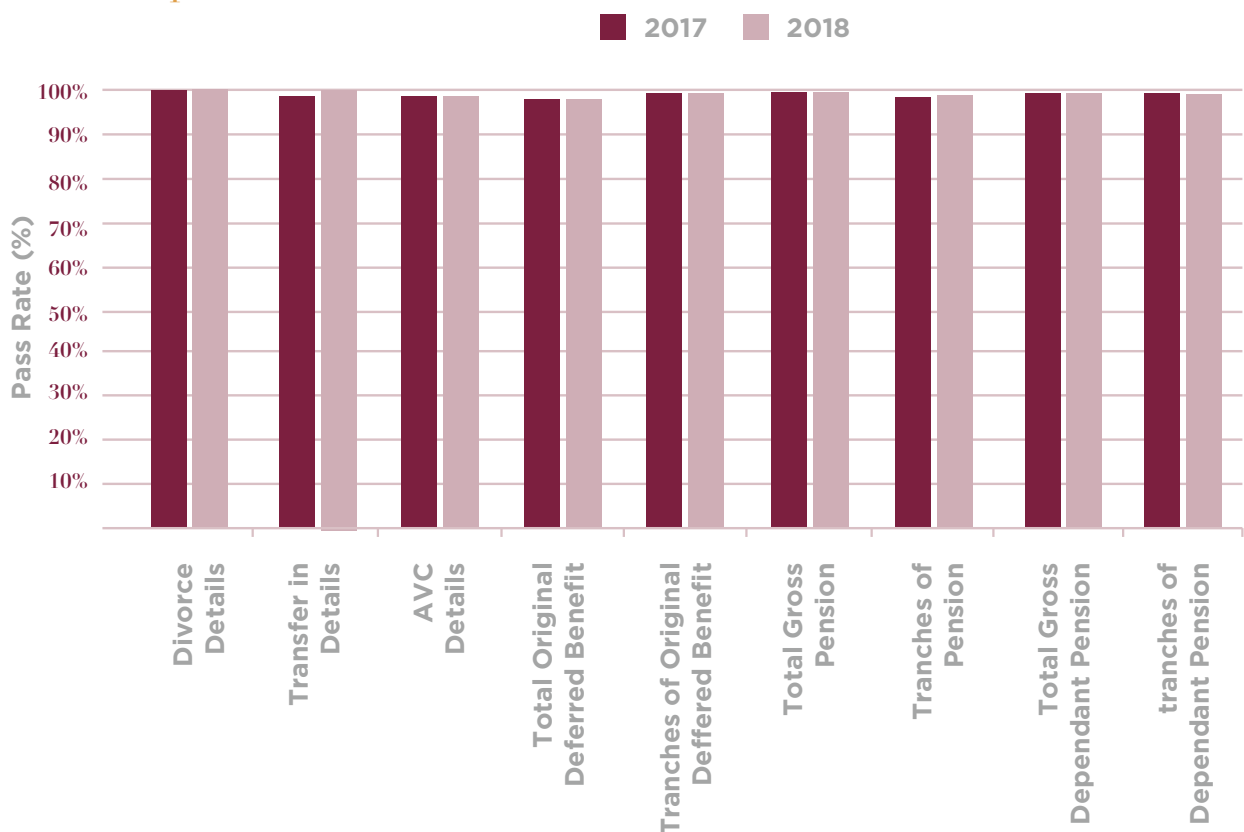
The following graphs show the Fund's performance against each category reviewed against Common and Specific Data.



Common Data



Specific Data



The review looked at not only the presence of data but also the accuracy of the data held in the Pensions Administration System

The common data score was measured at 93.2%, the quality of the common data is of a high standard and tested against 185,791 pension records.

The overall percentage of tests passed for Staffordshire's scheme-specific data is 94.5%. The percentage of member records without a single common data failure is 70.8% and this is the figure that is reported to the TPR. The report highlighted two areas with a low percentage i.e. transfers in and rolled up contribution rates. Members benefits are recorded and calculated correctly, however data fields not related to a final benefit calculation failed the criteria test. The Fund's Data Improvement Plan, now sets out the steps we are taking to improve the data.

Guaranteed Minimum Pension (GMP)

With the introduction of the Single tier state pension in 2016, the LGPS will no longer be contracted out of the state second pension. As a consequence, HMRC will not track contracted out rights and have issued closure schedules to pension schemes to enable them to compare GMP figures held on their systems to that of HMRC. This is known as GMP reconciliation. The first stage of this exercise needed to complete by December 2018.

All of Staffordshire Pension Fund's queries were raised by the HMRC deadline for queries of 31 October 2018. We are still receiving responses to these queries back from HMRC. As soon as the queries are finalised on a National basis, the Fund will have final confirmation of the GMP liability. Based on the responses received from HMRC to date, there may be approximately 1,000 cases that need to be assessed to check if the level of benefits being paid by Staffordshire Pension Fund is correct.

Reporting Breaches

With effect from 1 April 2015, the Fund is required to comply with the Pension Regulators Code of Practice no 14; Governance and Administration of Public Service Pension Schemes. The code applies to all scheme managers, Employers and members of Local Pension Boards.

The Code requires Funds to introduce a Breaches Policy, to maintain a Breaches Log and to report any material breaches to the Pensions Regulator. The Breaches Log is updated by Fund Officers and recommendations for whether the individual breaches are reportable are made to the Pensions Committee.

To assist both the Fund and Employers, who each have responsibilities for breaches under the Code, the Fund introduced an Administration Strategy. The Strategy sets out clearly the responsibilities of both parties.

Administration Strategy



Internal Dispute Resolution Procedure

There are times when Scheme members, Employers and the Fund may find themselves in disagreement about a pensions issue. The first approach in these situations is for those involved to talk to each other to reach a resolution. However, should this not be possible, the Fund has established an Internal Dispute Resolution Procedure (IDRP).

The IDRP is a two-stage process. When the Fund or an Employer makes a decision about a beneficiary benefit under the LGPS rules, if for any reason a member, pensioner, deferred pensioner or potential beneficiary is not satisfied with a decision they can apply to the Employer or the Fund to have their complaint reviewed under a stage 1 IDRP.

If the beneficiary is dissatisfied with the stage 1 decision, they may move to a stage 2 of the IDRP within 6 months of the stage 1 decision.

If after the stage 2 decision the member or beneficiary is still dissatisfied, they can contact The Pensions Advisory Service (TPAS) and ask for their assistance. Where the complaint or dispute cannot be resolved after the intervention of TPAS, the member or beneficiary has three years in which to apply to the Pensions Ombudsman for a decision.

Such cases are few and far between. The table below is a summary of the IDRP cases the Fund has received directly, or has been made aware of, that went to an Employer.

	Cases Submitted	Dismissed	Upheld	Ongoing
Stage 1	11	6	4	1
Stage 2	4	3	1	0

Communication Policy

The Staffordshire Pension Fund is committed to delivering a consistently high level of performance and customer service. Excellent communication is core to this commitment.

We try to ensure that all our communication meets the following criteria:

- ◆ Provide clear, relevant, accurate, accessible and timely information.
- ◆ Carefully listen, consider and respond to communications we receive.
- ◆ Use plain English where possible and avoid unnecessary jargon.
- ◆ Use the communication method that best suits the audience and the information being passed on.

The Fund's Communications Policy Statement outlines its policy with regard to:

- ◆ Information to members, representatives and Employers.
- ◆ The format, frequency and method of distributing such information.
- ◆ The promotion of the Scheme to prospective members and their employing authorities.

The Fund's Communication Policy can be found at:

Communication Policy



Annual
Report
and Accounts

Investment Report



Global Economic Review

Following strong growth in early 2018, global economic activity slowed notably in the second half of last year. According to the International Monetary Fund (IMF), global growth remained strong at 3.8% in the first half of 2018 but dropped to 3.2% for the remainder of the year. Conditions then eased at the start of 2019, with forecasts for a period of stabilisation followed by gradual recovery, indicating 3.3% growth for 2019.

The first quarter of 2018/19 saw gains for global equities, mainly due to positive earnings and economic data in the US. This was despite an unsettled geopolitical backdrop as the Trump administration made moves to impose tariffs on Chinese imports and withdraw from the Iran nuclear accord. UK equities performed strongly in this quarter as the Bank of England moved away from an expected rate rise. However, investor sentiment for the UK economy remained fragile as the Bank reduced 2018 growth forecasts from 1.8% to 1.4%. In Europe, steady economic growth was overshadowed by political risk, as a change in government in Italy raised the threat of their exit from the Euro.

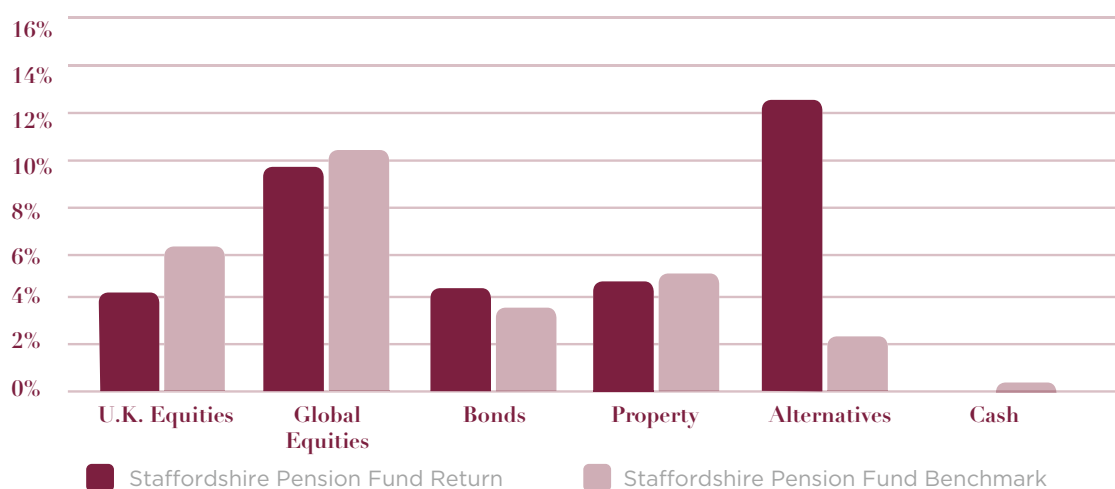
Global equities continued to make gains in the second quarter as the US significantly outperformed the other major regions. Stability in growth and employment figures allowed the Federal Reserve (Fed) to raise rates by 25 basis points with an outlook for further gradual hikes. Growth continued to outweigh the escalating trade war as the US targeted \$250 billion of Chinese goods for tariffs. In the UK, fears of a 'no deal' Brexit further depressed equity prices and the value of sterling. However, the near-term outlook for the UK economy improved, and the prospect of domestic inflation prompted the Bank of England to increase interest rates to 0.75% in August 2018. European equities posted modest gains due to concerns over the impact of trade wars and potential US tariffs on cars.

Gains made in global equities during the first half of 2018/19 were wiped out in the third quarter, described as one of the worst quarters in many years with concerns over global trade and slowing economic growth. US equities declined significantly, with the S&P 500 index falling by 13.5%, as fears over economic momentum, slower earnings growth and the US-China trade dispute took hold. Although the Fed raised interest rates in December, it signalled a more cautious view for the coming months. UK equities fell sharply in line with global equities, not helped by worries over a 'no deal' Brexit. The UK's draft EU Withdrawal Agreement triggered another period of intense political uncertainty, as several ministers resigned and Prime Minister May endured a no confidence vote on her leadership by the Conservative Party. European equities also performed poorly due to the global outlook whilst data indicated momentum was slowing in the eurozone economy.

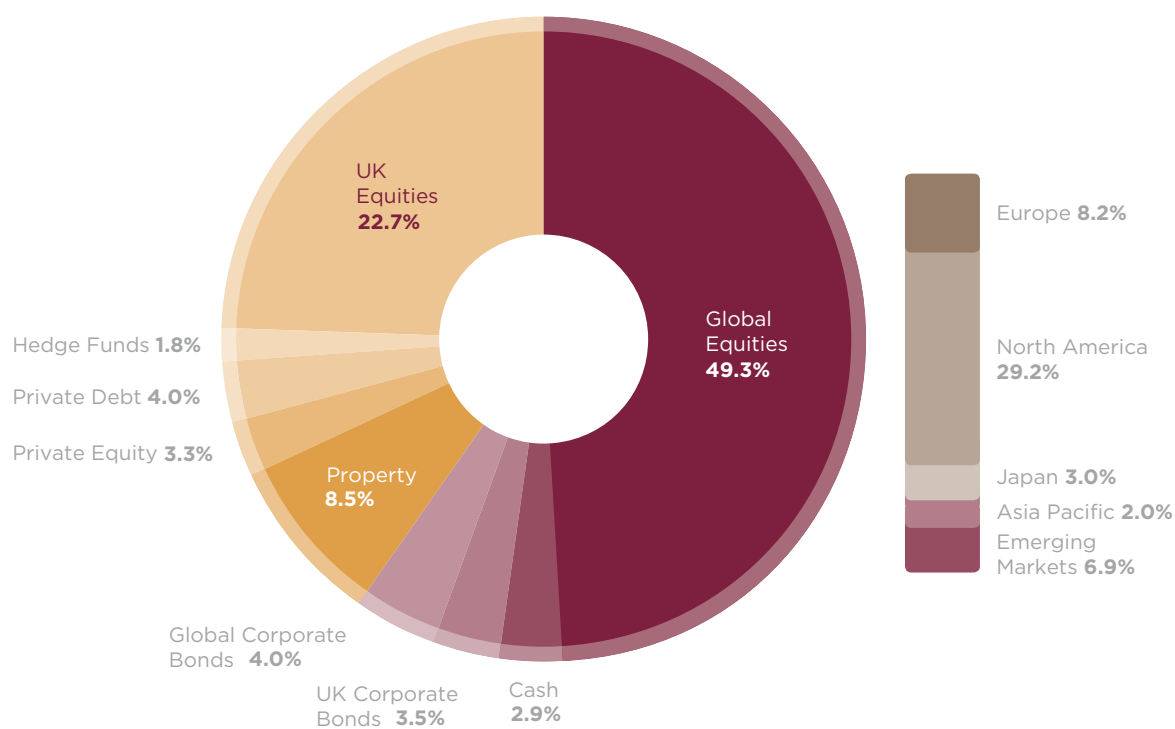
The final quarter of 2018/19 saw a rebound in global equity markets as concerns over the US-China trade dispute eased and major central banks stepped away from tighter monetary policy. The MSCI World index made positive returns of 12.5% in Q1 2019 whereas it had dropped by 13.4 % in Q4 2018. US equities made substantial gains as the US government suspended planned tariff hikes on Chinese goods, and the Fed confirmed no further interest rate hikes were likely in 2019. UK equities rallied alongside global equities and were further boosted by the delay in Brexit to October 2019, fuelling hopes that a disorderly exit from the EU could be avoided. However the outlook for the global economy remained uncertain as global growth projections for 2019 were revised down.



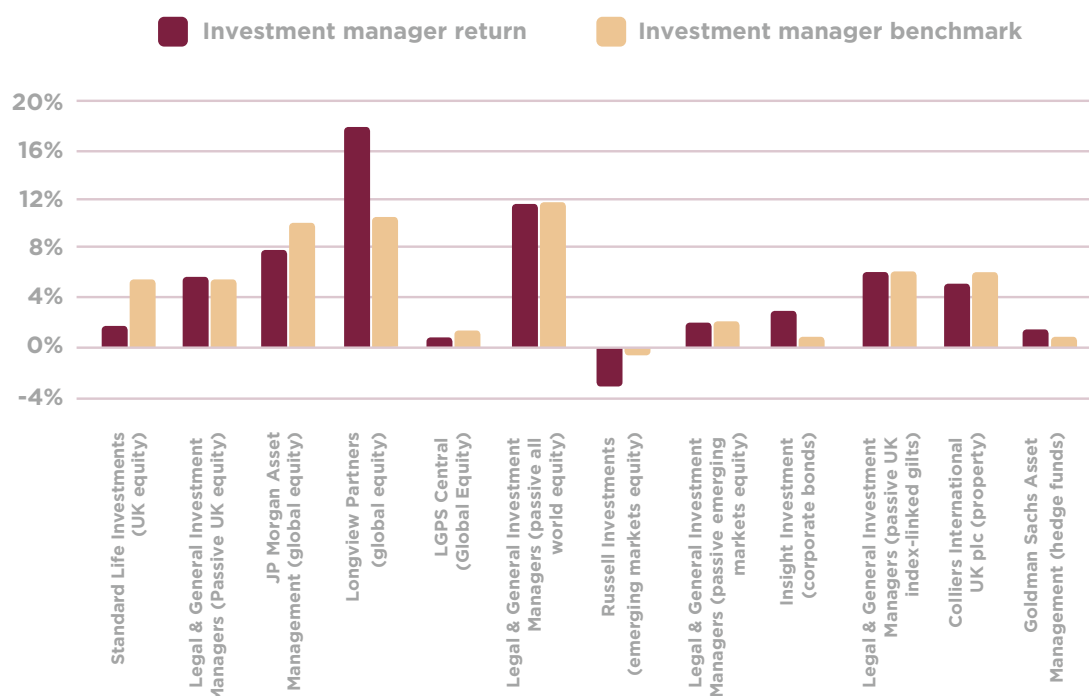
Major asset class returns for year ended 31 March 2019



Percentage breakdown by investment type at 31 March 2019



Investment manager returns for the year ended 31 March 2019



Equities

Equity assets generated strong returns during 2018/19, with the Funds equity portfolio returning 8.8% against a benchmark of 9.6%. Within equities, global equity returns of 9.9% were stronger than those of UK equities at 4.3% (see graph on page 30). Across the Fund, equity assets did not generate the highest returns and also slightly underperformed against the benchmark; this was mainly because the Fund was underweight in global equities.

Top Ten Equity Holdings

Company	Market value at 31 March 2019
HCA Healthcare	£13,296,948
Apple	£12,661,000
Lloyds Banking Group	£11,908,717
Prudential	£11,710,000
Allergan Plc	£11,231,676
W W Grainger	£10,744,612
Rio Tinto	£10,652,422
Parker-Hannifin Corp	£10,512,144
Willis Towers Watson Plc	£10,500,312
Wells Fargo	£10,497,979



Bonds

During 2018/19 the Fund's overall bond holding returned 4.5%, exceeding the benchmark return of 3.3%. The Fund continued its strategy of not holding conventional UK Government bonds as their valuations remained at a premium.

The Fund had previously invested in Corporate Bonds on a 'buy and hold' strategy where bonds would be held to maturity with limited trading taking place. In June 2016, the Pensions Panel agreed to change to an 'evergreen' policy where cash from maturing bonds is reinvested into bonds, thus helping to limit the build-up of a cash surplus in the fund. Corporate bonds returned 3.3% during the year, an improvement against a benchmark of 0.8%.

The Fund also holds an investment of index-linked Gilts; as these are passively held they returned the same as the benchmark of 5.7%.

Property

The Fund's total property investment return for 2018/19 was 4.8%, lower than a benchmark of 5.6%.

Most property sectors in the UK produced positive returns with the industrial sector providing the highest returns at 14.5%. At 31 March 2019, the Fund had a 22.8% weighting in the industrial sector.

During the year, the Fund purchased an NCP car park in Nottingham for £23.7m and an industrial unit in Chorley for £21.6m for its direct property portfolio.

Largest direct property holdings

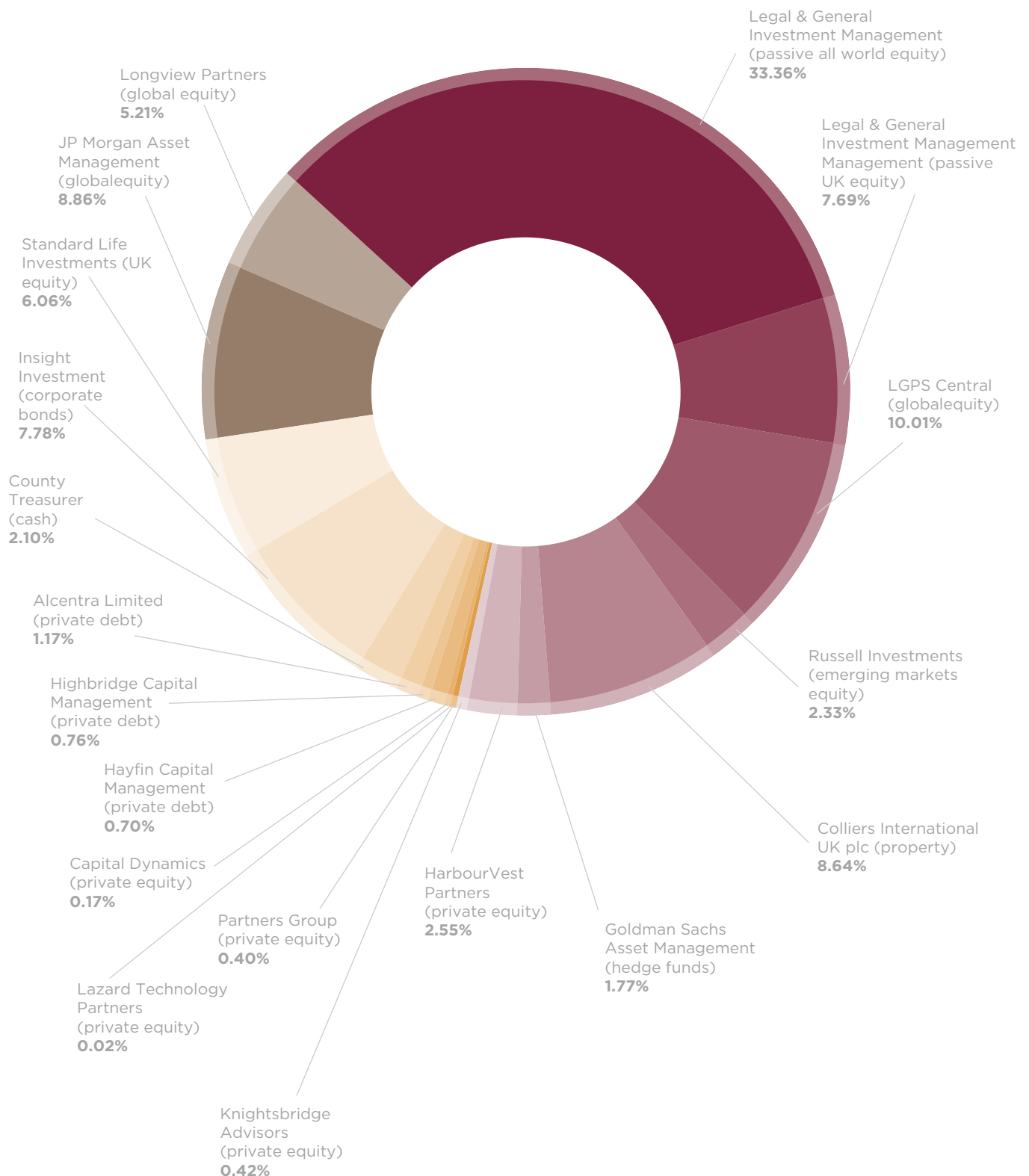
Company	Market value on 31 March 2019
Upper Woburn Place, London	£35,450,000
Stukeley Street, London	£23,400,000
Burwood House, London	£23,400,000
NCP Car Park, Nottingham	£22,750,000
Drum Industrial Estate, Chester-Le-Street	£20,500,000
Revolution Park, Chorley	£20,350,000

Alternative investments

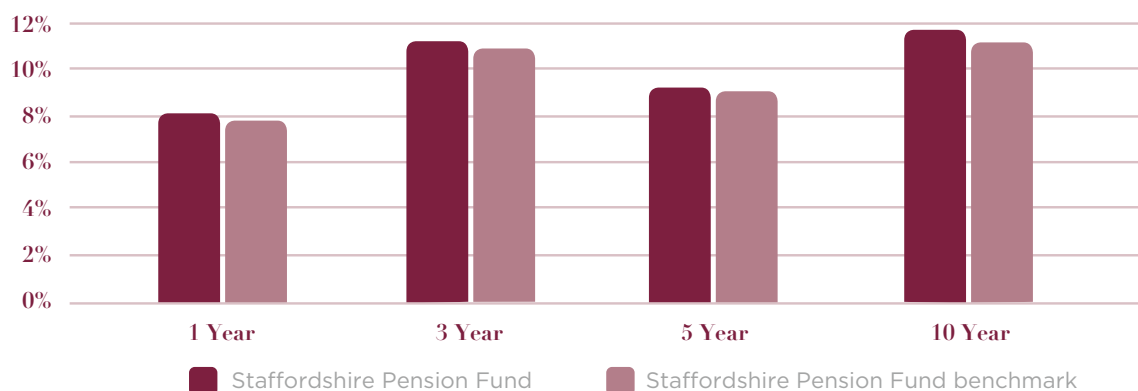
The Fund invests in Alternative investments for diversification as they potentially provide a return uncorrelated to equities, which make up a high proportion of the Fund's investments.

The market for alternative assets is diverse, and depending on asset class and manager selection, investors can be rewarded with varying returns. The Fund's investment in alternative assets returned 13.6% in 2018/19, well in excess of a benchmark of 2.4% (see graph on page 30). Within this asset class, private equity performed well with returns of 25.4%, driven in part by the low value of sterling. The growing private debt portfolio returned 9.5% against a benchmark of 5.8% whilst hedge funds returned 1.3%.

How much of the investments each manager looks after (by market value at 31 March 2019)

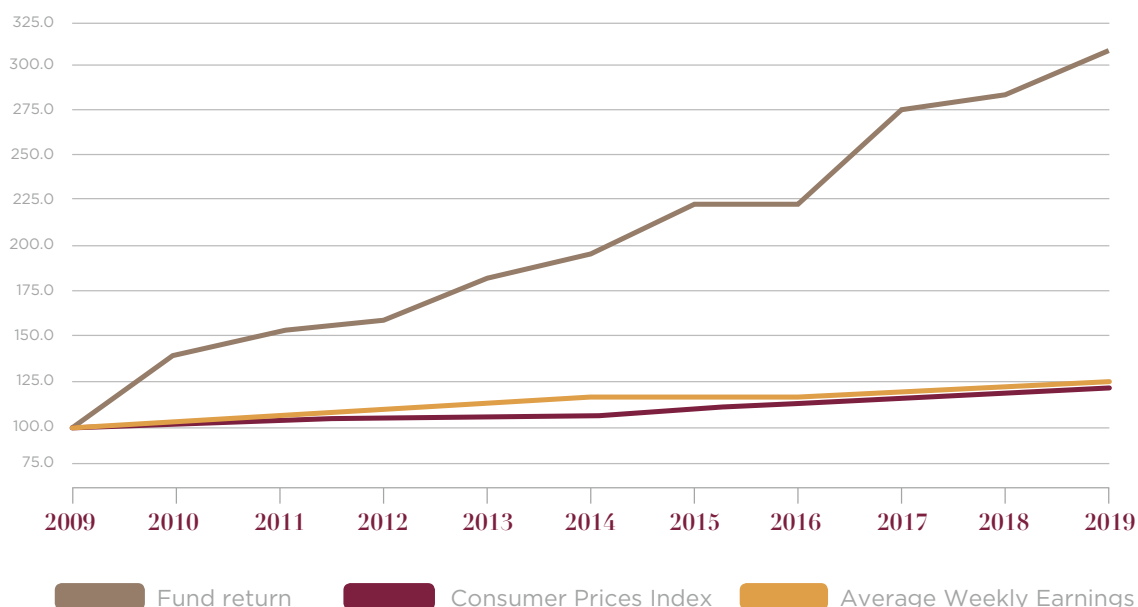


Pension Fund investment returns



For the year ending 31 March 2019, the Fund's total investments earned a return of 8.1%. This outperformed the Fund's benchmark by 0.2% and increased the Fund value to £5,132m. All primary asset classes had significant positive returns for the year. The previous graph shows how the Fund outperformed its own benchmark over the 1, 3, 5 and 10 year periods.

10 year investment performance versus inflation and earnings

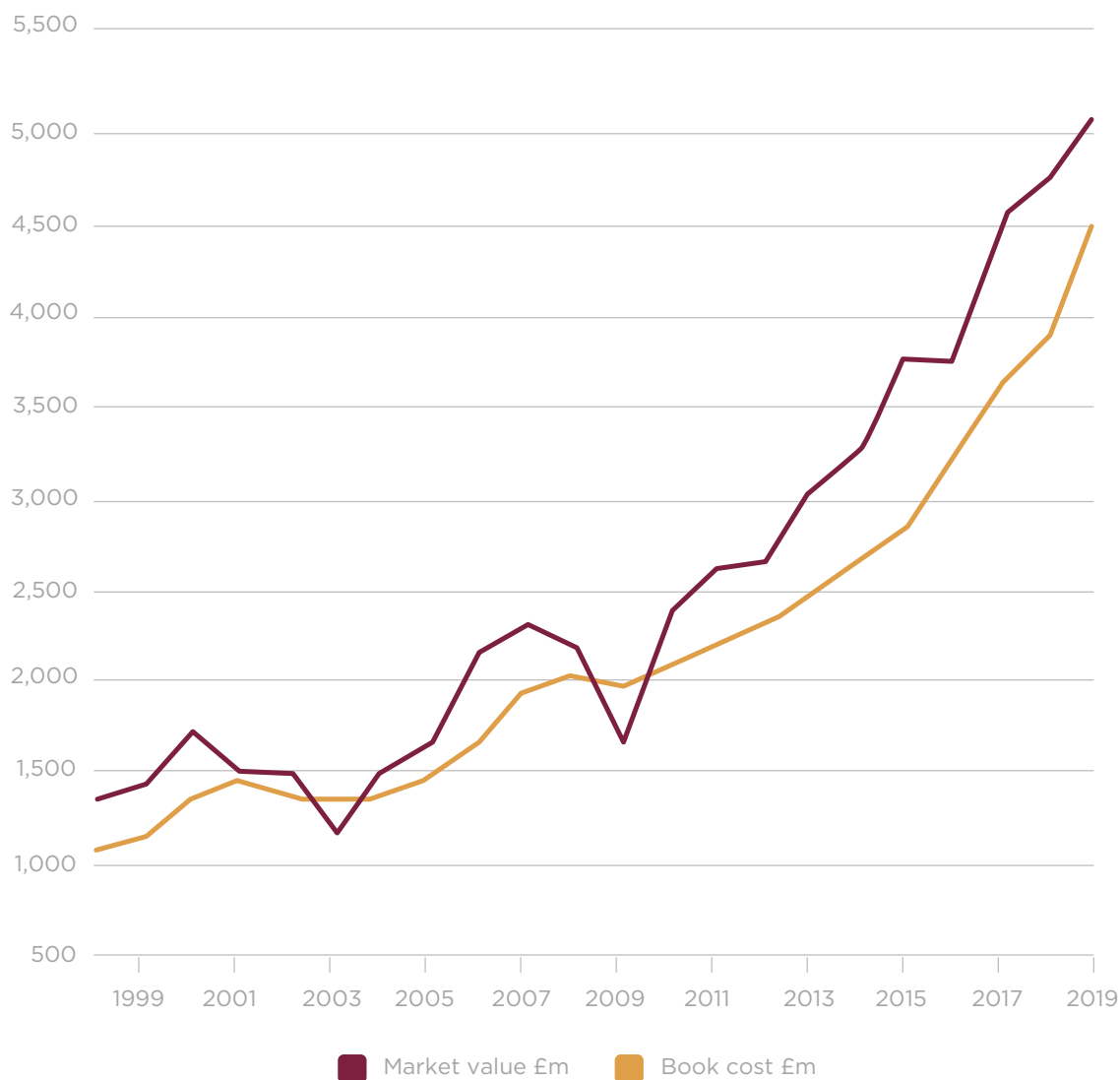


The graph above compares the Fund return over the past 10 years against inflation, in the form of the Consumer Prices Index, and Average Weekly Earnings. The value of all three measures was indexed to 100 at 31 March 2009 and revalued at 31 March every year thereafter.

It can be clearly seen that the Fund has performed well and significantly outperformed the other two measures over the past decade.

Market Value versus book cost

The graph below shows the market value of the Fund over the past 20 years against its book cost (what we paid for the assets). The graph shows the effect of the 2008/09 financial crisis on the market value of the Fund and recovery since.



Responsible Investment report 2018/2019

The Pensions Panel recognises its role in promoting Responsible Investment (RI) and endorses the United Nations Principles of Responsible Investing (UNPRI). The Fund's equity managers are encouraged to sign up to the UNPRI to ensure they incorporate Environmental, Social and Governance (ESG) issues into their investment process. Currently all of the Funds equity managers are signatories to the UNPRI.

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 require the Pension Fund to have an Investment Strategy Statement (ISS) that makes reference to the way in which the authority takes RI into account in the selection, non-selection, retention and realisation of investments. The Staffordshire Pension Fund ISS was revised to better reflect RI arrangements for asset pooling and is available on the Pension Fund website www.staffspf.org.uk.

As per the 2016 regulations, the Pension Fund is now a signatory to the Financial Reporting Council's UK Stewardship Code and has been categorised as a tier 1 signatory (providing a good quality and transparent description of their approach to stewardship). The Fund's Statement of Compliance with the UK Stewardship Code is available on the Pension Fund website www.staffspf.org.uk.

Currently all of the Fund's equity managers are signatories of the UK Stewardship Code. Individual investment manager's RI policies, their statements of compliance with the UK Stewardship code and the UNPRI, are also available on the Staffordshire Pension Fund website www.staffspf.org.uk.

Local Authority Pension Fund Forum

To further enhance the commitment to matters of responsible investment the Fund is a member of the Local Authority Pension Fund Forum (LAPFF). LAPFF is a voluntary association of over 79 LGPS funds with total assets under management of over £250bn. Formed in 1990 the forum exists to promote the investment interests of local authority pension funds, and to maximise their influence as shareholders while promoting social responsibility and high standards of corporate governance at the companies in which they invest.

You can find more about LAPFF at their website www.lapfforum.org

During the year LAPFF engaged with a variety of companies. Below is a selection of issues they engaged on to promote RI:

- ◆ Royal Dutch Shell (RDS) became the first oil & gas company to set out a strategy for aligning with Paris goals by setting the aim of cutting the net carbon footprint of its products in half by 2050, and around one-fifth by 2035. LAPFF met with RDS, in conjunction with the Institutional Investor Group on Climate Change (IIGCC) resolution working group, to discuss a climate-related shareholder resolution. The objective of the meeting was to get the Company's perspective on the resolution filed by 'Follow-This', which asks RDS to set targets aligned with the 2-degree Paris goal.
- ◆ LAPFF's Acting Chair, Councillor Ian Greenwood met with Lloyds Banking Group's Chairman, Lord Blackwell, to discuss the International Financial Reporting Standards and the ongoing response to the HBOS fraud issues in Reading. The meeting also covered cyber risk management, following the 2017 cyberattack that affected Lloyd's customers. The Chair stated that cyberattacks were a top priority and outlined in detail how the risk was being managed.

- ◆ LAPFF has progressed work on the topic of plastics, joining a coalition of investors engaging with companies on the overall threats posed by plastic waste and pollution. LAPFF met with two companies to discuss the use of single-use plastic. Additionally, the Forum co-signed a letter to a range of companies on reducing plastic pellet loss.
- ◆ LAPFF engaged with Board members of many housebuilders and construction companies on the topic of sustainable cities and climate risk management. These meetings sought to broaden the Forum's understanding of how these companies approach issues around planning and affordability and seek assurance that tackling climate change is integral to the business strategy.

Annual voting summary

The Pensions Panel receives quarterly updates from investment managers on details of votes cast on corporate resolutions for holdings in their relevant portfolios. Below is a summary of their activity in 2018/2019. The managers quarterly voting summaries can be obtained by contacting the Treasury and Pension Fund team at: treasury.pensionfund@staffordshire.gov.uk.

	Total resolutions	Vote with management	Votes against management	Abstain
JP Morgan	5,590	5,243	314	33
Standard Life	1,375	1,339	33	3
Longview	487	453	34	0
Legal & General	47,441	39,798	7,283	360





LGPS Central

LGPS Central

LGPS Central Pool Reporting 2018/2019

The Staffordshire Pension Fund is one of 8 Partner Funds of the regional pool 'LGPS Central' that launched on 3 April 2018. The information below sets out the costs and performance related to the Staffordshire Pension Fund only. As the pool only launched this year, the information provided reflects the start-up nature of LGPS Central Limited; the level and complexity of the disclosures should increase in later years.

1. Set-Up Costs

	2018/19 Direct £000	2018/19 Indirect £000	2018/19 Total £000	Cumulative Total 2014/15 to 2018/19 £000
Set-up Costs:				
Recruitment	-	-	-	27
Procurement	-	-	-	2
Professional Fees	-	-	-	187
IT	-	-	-	97
Staff Costs	-	-	-	142
Other Costs	-	-	-	
<i>Premises</i>	-	-	-	49
<i>Staffing-Related Costs</i>	-	-	-	5
<i>Travel and Expenses</i>	-	-	-	1
<i>Training and Events</i>	-	-	-	1
<i>FCA Fees</i>	-	-	-	1
<i>General Admin Costs</i>	-	-	-	2
Set-up Costs Before Funding	-	-	-	514
Share Capital	-	-	-	1,315
Debt	-	-	-	685
Other Costs	-	-	-	-
Set-up Costs After Funding	-	-	-	2,514
Transition Costs*				

Although guidance from CIPFA has not provided a set definition of Indirect Costs, it is likely that the set-up costs captured to date relate to Direct Costs (i.e. either incurred directly by LGPS Central Limited or recharged by Partner Funds to LGPS Central Limited).

	2014/15 £000	2015/16 £000	2016/17 £000	2017/18 £000	2018/19 £000	Cumulative Total £000
Set-Up Costs Before Funding	-	-	95	419	-	514
Set-Up Costs After Funding	-	-	95	2,419	-	2,514
Transition Costs*						

*Transition Costs – please see item 8 for a detailed breakdown.

2. Recharges by Staffordshire Pension Fund to LGPS Central Limited for Set-up Costs

	At 1 April-18 £000	Recharges in Year £000	Settled in Year £000	At 31 March-19 £000
Set-Up Cost Recharges	502	-	(502)	-



3. Governance, Operator and Product Development Costs charged by LGPS Central Limited to Staffordshire Pension Fund

	At 1 April-18 £000	Charges in Year £000	Settled in Year £000	At 31 March-19 £000
Governance Costs	-	198	(182)	16
Operator Costs	-	483	(443)	40
IMMC*	-	-	-	-
Product Development Costs	-	121	(111)	10
Total	-	802	(736)	66

*Investment Management Monitoring Costs (IMMC) relate to charges for any discretionary/ advisory services provided by LGPS Central Limited to a Partner Fund. Any IMMCs (both internal and external charges) which are charged directly to a product (e.g. sub-funds and Private Equity) are disclosed at (5) and (6) below.

4. Other Transactions between Staffordshire Pension Fund and LGPS Central Limited

	At 1 April-18 £000	Charges in Year £000	Settled in Year £000	At 31 March-19 £000
Interest Payable	7	36	-	43

5. LGPS Central Limited Investment Management Expenses charged to Staffordshire Pension Fund

	Direct £000	Indirect £000	Total £000	Basis Points Charge
1 Ad Valorem	66		66	11.01
2 Performance	-		-	
3 Research	-		-	
4 PRIIPS Compliance	-		-	
5 Other	-		-	
Management Fees	66		66	11.01
6 Commissions	7		7	1.11
7 Acquisition/issue costs	-		-	
8 Disposal costs	-		-	
9 Registration/filing fees	-		-	
10 Taxes and Stamp Duty	2		2	0.34
11 Other	-		-	
Transaction Costs	9		9	1.45
12 Custody/Depository	5		5	0.80
13 Other				
Fund Accounting	1		1	0.15
Transfer Agent	<1		<1	0.06
External Audit	<1		<1	0.03
Total Costs	81		81	13.50

6. Investment Management Expenses By Product / Service

															Total 2018/19 Costs	AUM at 31 March 2019	2018/19 Basis Points Charge
	1	2	3	4	5	6	7	8	9	10	11	12	13		£000	£m	
Global Ex-UK Passive Equity																	
UK Passive Equity																	
Dividend Growth Fund																	
Global Equity Multi-Manager	62					7				2		5	1		77	505	13.24
Sub-Funds	62					7				2		5	1		77	505	
Private Equity 2018 Vintage	4														4	10	22.65
Alternative Vehicles	4														4	10	
Discretionary Mandate 1																	
Discretionary Mandate 2																	
Discretionary Mandates																	
Advisory Mandate 1																	
Advisory Mandate 2																	
Advisory Mandates																	
Execution Only 1																	
Execution Only 2																	
Execution Only																	
Other 1																	
Other																	
Total	66					7				2		5	1		81	515	13.50

Items 1 – 13 relate to categories at (5).



7. Assets Under Management & Performance By Product / Service

	AUM At 1 April-18 £m	AUM At 31 March-19 £m	One Year Gross Performance % (*)	One Year Net Performance % (*)	Passive Benchmark Used	One Year Passive Index % (*)
Global Ex-UK Passive Equity						
UK Passive Equity						
Dividend Growth Fund						
Global Equity Multi-Manager	0	505	2.60	2.59	FTSE: All World	3.43
Sub-Funds	0	505				
Private Equity 2018 Vintage	0	10**				
Alternative Vehicles	0	10				
Discretionary Mandate 1						
Discretionary Mandate 2						
Discretionary Mandates						
Advisory Mandate 1						
Advisory Mandate 2						
Advisory Mandates						
Execution Only 1						
Execution Only 2						
Execution Only						
Other 1						
Other						
Total	0	515				

(*) Inception to 31 March 2019

(**) Committed, not drawn

8. Transition Costs

Partner Funds are currently developing the methodology which will be used to quantify transition costs. To assist Partner Funds, LGPS Central Limited have provided the details below which should reconcile the starting unit price of £100 to the unit price when the assets are handed over to the managers. Based on the Global Equity Multi-Manager transition, this will comprise three elements: 1) Out/under performance between assets entering the sub-fund and the point transition commences; 2) Transition costs/implementation shortfall as reported by the Transition Manager; and 3) Out/under performance from commencement of transition up to the assets being transferred to the managers.

£000	UK Passive Equities Sub-Fund	Global Ex- UK Passive Sub-Fund	Dividend Growth Sub-Fund	Global Equity Multi- Manager Sub-Fund	Other 1	Other 2
Starting Unit Price (A)				100.00		
Manager Hand-Over Unit Price (B)				98.22		
Change In Unit Price (B-A/A = C)				(1.78%)		
Index Performance (D)				(1.24%)		
Out / (Under) Performance (C-D)				(0.54%)		
Total Transition Costs = Financial Impact of Out/Under Performance Calculated Above						
Out/Under Performance Comprised of:						
(1) Out/Under-performance between assets entering sub-fund and point of transition				(0.12%)		
(2) Transition Costs/implementation Shortfall as reported by the Transition Manager						
- Commissions				(0.016%)		
- Taxes				(0.033%)		
- Market Impact				(0.118%)		
- Spread				(0.024%)		
- Forex				+ 0.011%		
- Opportunity Cost				(0.126%)		
- Transfer Taxes				(0.023%)		
- Other						
(3) Out/Under-performance between transition commencement and manager handover				(0.091%)		
Total Transition Costs Using Above Methodology				(0.54%)		





Financial Statements

2018/19

Pension Fund account

Staffordshire Pension Fund account for the year ended 31 March 2019

	Notes	2017/2018 £ 000	2018/2019 £ 000
Dealing with members, employers and others directly involved in the Fund			
Contributions receivable	7	232,391	157,136
Transfers in	8	12,531	12,737
		244,922	169,873
Benefits payable	9	(171,205)	(182,326)
Leavers	10	(15,294)	(19,704)
		(186,499)	(202,030)
Net additions/(withdrawals) from dealings with fund members			
		58,423	(32,157)
Management expenses	11	(16,750)	(20,443)
Net additions/(withdrawals) including fund management expenses			
		41,673	(52,600)
Returns on investments			
Investment income	12	69,221	76,655
Taxes on income	12	(322)	(274)
Profit and losses on disposal of investments and changes in the value of investments	13a	76,688	329,462
Net returns on investments			
		145,587	405,843
Net increase in the net assets available for benefits during the year		187,260	353,243
Opening net assets of the Fund		4,590,513	4,777,773
Closing net assets of the Fund			
		4,777,773	5,131,016



Net assets statement

Net assets statement at 31 March 2019

	Notes	2017/2018 £ 000	2018/2019 £ 000
Long term investments	13/13c	1,315	1,315
Investment assets			
Bonds	13/13c	367,682	380,329
Equities	13/13c	919,342	989,998
Pooled investment vehicles	13/13c	2,544,465	2,699,542
Derivatives	13/13c	2,449	1,234
Property	13/13c	386,143	435,955
Other investment balances	13c	386,320	487,987
Cash deposits	13/13c	180,491	139,912
		4,786,892	5,134,957
Investment liabilities			
Derivatives	13/13c	(880)	(2,378)
Other investment balances	13/13c	(12,480)	(2,585)
		(13,360)	(4,963)
Net investment assets	13/13c	4,774,847	5,131,309
Long term assets	18a	2,008	1,004
Current assets	18	12,265	18,451
Long term Liabilities	19a	(88)	(75)
Current liabilities	19	(11,259)	(19,673)
Net assets of the Fund available to fund benefits at the end of the reporting period		4,777,773	5,131,016

The financial statements summarise the transactions of the Fund and deal with the net assets available to us. They do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year. The actuarial position on the scheme, which does take account of these obligations, is set out in the actuary's report on page 47.

The notes on pages 52 to 84 also form part of the Pension Fund financial statements.

Staffordshire Pension Fund (“the Fund”) Actuarial Statement for 2018/19

This statement has been prepared in accordance with Regulation 57(1)(d) of the Local Government Pension Scheme Regulations 2013. It has been prepared at the request of the Administering Authority of the Fund for the purpose of complying with the aforementioned regulation.

Description of Funding Policy

The funding policy is set out in the Administering Authority’s Funding Strategy Statement (FSS), dated March 2017 and updated March 2019. In summary, the key funding principles are as follows:

- ◆ to ensure the long-term solvency of the Fund using a prudent long term view. This will ensure that sufficient funds are available to meet all members’/ dependants’ benefits as they fall due for payment;
- ◆ to ensure that employer contribution rates are reasonably stable where appropriate;
- ◆ to minimise the long-term cash contributions which employers need to pay to the Fund by recognising the link between assets and liabilities and adopting an investment strategy which balances risk and return (this will also minimise the costs to be borne by Council Tax payers);
- ◆ to reflect the different characteristics of different employers in determining contribution rates. This involves the Fund having a clear and transparent funding strategy to demonstrate how each employer can best meet its own liabilities over future years; and
- ◆ to use reasonable measures to reduce the risk to other employers and ultimately to the Council Tax payer from an employer defaulting on its pension obligations.

The FSS sets out how the Administering Authority seeks to balance the conflicting aims of securing the solvency of the Fund and keeping employer contributions stable. For employers whose covenant was considered by the Administering Authority to be sufficiently strong, contributions have been stabilised to return their portion of the Fund to full funding over 20 years if the valuation assumptions are borne out. Asset-liability modelling has been carried out which demonstrates that if these contribution rates are paid and future contribution changes are constrained as set out in the FSS, there is still around a 66% likelihood that the Fund will return to full funding over 20 years.



Funding Position as at the last formal funding valuation

The most recent actuarial valuation carried out under Regulation 62 of the Local Government Pension Scheme Regulations 2013 was as at 31 March 2016. This valuation revealed that the Fund's assets, which at 31 March 2016 were valued at £3,753 million, were sufficient to meet 78% of the liabilities (i.e. the present value of promised retirement benefits) accrued up to that date. The resulting deficit at the 2016 valuation was £1,059 million.

Each employer had contribution requirements set at the valuation, with the aim of achieving full funding within a time horizon and probability measure as per the FSS. Individual employers' contributions for the period 1 April 2017 to 31 March 2020 were set in accordance with the Fund's funding policy as set out in its FSS.

Principal Actuarial Assumptions and Method used to value the liabilities

Full details of the methods and assumptions used are described in the 2016 valuation report.

Method

The liabilities were assessed using an accrued benefits method which takes into account pensionable membership up to the valuation date, and makes an allowance for expected future salary growth to retirement or expected earlier date of leaving pensionable membership.

Assumptions

A market-related approach was taken to valuing the liabilities, for consistency with the valuation of the Fund assets at their market value.

The key financial assumptions adopted for the 2016 valuation were as follows:
Financial assumptions 31 March 2016

Financial assumptions	31 March 2016
Discount rate	3.8%
Salary increase assumption	2.6%
Benefit increase assumption (CPI)	2.1%

The key demographic assumption was the allowance made for longevity. The life expectancy assumptions are based on the Fund's VitaCurves with improvements in line with the CMI 2013 model, assuming the current rate of improvements has reached a peak and will converge to long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are as follows:

	Males	Females
Current Pensioners	22.1 years	24.4 years
Future Pensioners*	24.1 years	26.4 years

*Aged 45 at the 2016 Valuation.

Copies of the 2016 valuation report and Funding Strategy Statement are available on request from the Administering Authority to the Fund.

Experience over the period since 31 March 2016

Since the last formal valuation, real bond yields have fallen placing a higher value on the liabilities and there have been strong asset returns, particularly during 2016/17. Both events are of broadly similar magnitude with regards to the impact on the funding position.

The next actuarial valuation will be carried out as at 31 March 2019. The Funding Strategy Statement will also be reviewed at that time.



Douglas Green FFA

12 April 2019

For and on behalf of Hymans Robertson LLP

Pension Fund Accounts Reporting Requirement

Introduction

CIPFA's Code of Practice on Local Authority Accounting 2018/19 requires Administering Authorities of LGPS funds that prepare pension fund accounts to disclose what IAS26 refers to as the actuarial present value of promised retirement benefits. I have been instructed by the Administering Authority to provide the necessary information for the Staffordshire Pension Fund ("the Fund").

The actuarial present value of promised retirement benefits is to be calculated similarly to the Defined Benefit Obligation under IAS19. There are three options for its disclosure in the pension fund accounts:

- ◆ showing the figure in the Net Assets Statement, in which case it requires the statement to disclose the resulting surplus or deficit;
- ◆ as a note to the accounts; or
- ◆ by reference to this information in an accompanying actuarial report.

If an actuarial valuation has not been prepared at the date of the financial statements, IAS26 requires the most recent valuation to be used as a base and the date of the valuation disclosed. The valuation should be carried out using assumptions in line with IAS19 and not the Fund's funding assumptions.



Present value of promised retirement benefits

Year ended	31 March 2019	31 March 2018
Active members (£m)	3,808	3,102
Deferred members (£m)	1,593	1,418
Pensioners (£m)	2,274	2,261
Total (£m)	7,675	6,781

The promised retirement benefits at 31 March 2019 have been projected using a roll forward approximation from the latest formal funding valuation as at 31 March 2016. The approximation involved in the roll forward model means that the split of benefits between the three classes of member may not be reliable. However, I am satisfied that the total figure is a reasonable estimate of the actuarial present value of benefit promises.

Note that the above figures include an allowance for the “McCloud ruling”, i.e. an estimate of the potential increase in past service benefits arising from this case affecting public service pension schemes.

The above figures include both vested and non-vested benefits, although the latter is assumed to have a negligible value. Further, I have not made any allowance for unfunded benefits.

It should be noted the figures before are appropriate for the Administering Authority only for preparation of the pension fund accounts. They should not be used for any other purpose (i.e. comparing against liability measures on a funding basis or a cessation basis).

Assumptions

The assumptions used are those adopted for the Administering Authority’s IAS19 report and are different as at 31 March 2019 and 31 March 2018. I estimate that the impact of the change in financial assumptions to 31 March 2019 is to increase the actuarial present value by £605m. There is no impact from any change in the demographic and longevity assumptions because they are identical to the previous period.

Financial assumptions

Year ended (% p.a.)	31 March 2019	31 March 2018
Pension Increase Rate	2.5%	2.4%
Salary Increase Rate	2.9%	2.8%
Discount Rate	2.4%	2.7%

Longevity assumptions

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2013 model, assuming the current rate of improvements has reached a peak and will converge to a long term rate of 1.25% p.a.. Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	Males	Females
Current pensioners	22.1 years	24.4 years
Future pensioners (assumed to be aged 45 at the latest formal valuation)	24.1 years	26.4 years

Please note that the longevity assumptions have not changed since the previous IAS26 disclosure for the Fund.

Commutation assumptions

An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2008 service and 75% of the maximum tax-free cash for post-April 2008 service.

Sensitivity Analysis

CIPFA guidance requires the disclosure of the sensitivity of the results to the methods and assumptions used. The sensitivities regarding the principal assumptions used to measure the liabilities are set out below:

Sensitivity to the assumptions for the year ended 31 March 2019	Approximate % increase to liabilities	Approximate monetary amount (£m)
0.5% p.a. increase in the Pension Increase Rate	9%	659
0.5% p.a. increase in the Salary Increase Rate	2%	129
0.5% p.a. decrease in the Real Discount Rate	11%	839

The principal demographic assumption is the longevity assumption. For sensitivity purposes, I estimate that a 1 year increase in life expectancy would approximately increase the liabilities by around 3-5%.

Professional notes

This paper accompanies my covering report titled 'Actuarial Valuation as at 31 March 2019 for accounting purposes'. The covering report identifies the appropriate reliances and limitations for the use of the figures in this paper, together with further details regarding the professional requirements and assumptions. This paper replaces that dated 12 April, as it includes an allowance for the "McCloud ruling".



Douglas Green FFA

25 July 2019

For and on behalf of Hymans Robertson LLP



Notes to the accounts

1. Description of the Fund

The Staffordshire Pension Fund ('the Fund') is part of the LGPS and is administered by Staffordshire County Council. The council is the reporting entity for this pension fund.

The following description of the Fund is a summary only. For more detail, reference should be made to the Staffordshire Pension Fund Annual Report 2018/19 and the underlying statutory powers underpinning the scheme.

a) General

The scheme is governed by the Public Service Pensions Act 2013 (as amended). The fund is administered in accordance with the following secondary legislation:

- ◆ the Local Government Pension Scheme Regulations 2013 (as amended)
- ◆ the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (as amended)
- ◆ the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016.
- ◆ the Statement of Recommended Practice (SORP)
The Financial Reports of Pension Schemes (as amended in 2014).

It is a contributory defined benefit pension scheme administered by Staffordshire County Council to provide pensions and other benefits for pensionable employees of Staffordshire County Council, the district councils in Staffordshire County and a range of other scheduled and admitted bodies within the county area. Teachers, police officers and firefighters are not included as they come within other national pension schemes.

Staffordshire County Council is legally responsible for the Staffordshire Pension Fund. Under the County Council's constitution, the Pensions Committee and Pensions Panel are delegated to look after the Fund. As a result of the Public Service Pensions Act 2013, a Local Pensions Board was also set up to aid effective governance.

b) Membership

Membership of the LGPS is voluntary and employees are free to choose whether to join the scheme, remain in the scheme or make their own personal arrangements outside the scheme.

Organisations participating in the Fund include the following:

- ◆ Scheduled bodies, which are local authorities and similar bodies whose staff are automatically entitled to be members of the Fund.
- ◆ Admitted bodies, which are other organisations that participate in the Fund under an admission agreement between the Fund and the relevant organisation. Admitted bodies include voluntary, charitable and similar bodies or private contractors undertaking a local authority function following outsourcing to the private sector.

There are over 400 employer organisations within the Fund (including the County Council itself), and over 100,000 individual members, as detailed in the following table.

Membership of the Fund

	31 March 2018	31 March 2019
Pensionable employees		
Staffordshire County Council	10,424	9,049
Other employers	23,352	23,686
Total	33,776	32,735
Pensioners		
Staffordshire County Council	16,579	17,218
Other employers	16,577	17,513
Total	33,156	34,731
Deferred pensioners (people who no longer pay into the scheme)		
Staffordshire County Council	20,500	19,726
Other employers	20,052	21,117
Total	40,552	40,843
Total number of members in the pension scheme	107,484	108,309

c) Funding

Benefits are funded by contributions and investment earnings. Contributions are made by active members of the Fund in accordance with the Local Government Pension Scheme Regulations 2013. Employee contributions are matched by employers' contributions which are set based on triennial actuarial funding valuations. The last such valuation was at 31 March 2016.

d) Benefits

Prior to 1 April 2014, pension benefits under the LGPS were based on final pensionable pay and length of pensionable service.

From 1 April 2014, the scheme became a career average scheme, whereby members accrue benefits based on their pensionable pay in that year at an accrual rate of 1/49th. Accrued pension is updated annually in line with the Consumer Price Index.

There are a range of other benefits provided under the scheme including early retirement, disability pensions and death benefits as explained on the Staffordshire Pension Fund website at www.staffspf.org.uk.

2. Basis of preparation

The statement of accounts summarises the Fund's transactions for the 2018/19 financial year and its position at year-end as at 31 March 2019. The financial statements follow the Code of Practice on Local Authority Accounting in the United Kingdom 2018/2019 (the Code) which is based on International Financial Reporting Standards (IFRS), as amended for the UK public sector and issued by the Chartered Institute of Public Finance and Accountancy (CIPFA).



The accounts summarise the transactions of the Fund and report on the net assets available to pay pension benefits. The accounts do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year nor do they take into account the actuarial present value of promised retirement benefits.

The accounts have been prepared on a going concern basis.

You can get more information on the Pension Fund, including the Fund Governance Statement, the Investment Strategy Statement and the Funding Strategy Statement at www.staffspf.org.uk.

3. Accounting policies

When preparing the Pension Fund financial statements we have adopted the following significant accounting policies, which we have applied consistently.

Contributions

Normal contributions, both from members and employers, are accounted for in the payroll month they relate to, at the rates given on the rates and adjustments certificate. Additional contributions such as employer deficit funding and actuarial strain are accounted for in line with the agreement under which they are paid, or when they are received if there is no agreement. Amounts not due until future years are classed as long term debtors.

Transfer values

Transfer values represent the amounts either due to the Fund from new members' previous pension funds, or which the Fund is due to pay to the new pension funds of members who have left the Fund. Transfer values are accounted for on a receipts basis.

Investment income

Investment income is recognised as follows:

- ◆ Interest income as it accrues.
- ◆ Dividend income on the date the shares are quoted ex-dividend.
- ◆ Property related income, which primarily consists of rental income, is received in advance and is accrued into the correct year.
- ◆ Changes in the net market value of investments (including investment properties) are recognised as income and comprise all realised and unrealised profits/losses during the year.
- ◆ Distributions from pooled funds are recognised at the date of issue.

Benefits payable

Pensions and lump-sum benefits payable include all amounts known to be due as at the end of the financial year. Any amounts due but unpaid are disclosed in the net assets statement as current liabilities, providing that payment has been approved.

Under pension fund rules, members may receive a lump-sum retirement grant on top of their annual pension. Lump-sum retirement grants are accounted for from the date of retirement.

Other benefits are accounted for on the date the member leaves the Fund or dies.

Taxation

The Fund is a registered public service scheme and as such is exempt from paying tax in the UK on interest received and on the proceeds of investments sold. The Fund may suffer withholding tax on overseas investments in the country of origin, where this is not recoverable it is accounted for as an expense when it arises.

Management expenses

All costs related to managing investments, administration, oversight and governance are reported in one line in the Fund Account called 'Management expenses'.

Investment management expenses, including performance-related fees, are accounted for on an accruals basis and are recognised before any VAT the Fund can recover.

Investment management transaction costs include fees, commissions, stamp duty and other fees (see note 11a).

The fees of external investment managers and the custodian are agreed in their respective mandates governing their appointments. They are broadly based on the market value of investments and can increase or decrease as the value of these investments change.

All administrative expenses and oversight and governance costs are accounted for on an accruals basis. All staff costs of the Pensions Administration team are charged to the Fund. Management, accommodation and other support service costs are charged to the Fund based on Staffordshire County Council policy.

Financial instruments

The fair value of financial instruments is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The financial instruments of the Fund have to be classified into the following categories under International Financial Reporting Standards (IFRS):

- ◆ Financial assets and liabilities at fair value through profit or loss, these have two categories: Designated, where assets and liabilities are measured at fair value with fair value changes through profit and loss; and Held for trading, where financial assets and liabilities are held for the purpose of selling in the short-term for which there is a pattern of short-term profit making.
- ◆ Financial assets at amortised cost; any financial asset with fixed or determinable payments not quoted in the open market such as debtors.
- ◆ Held to maturity investments; any financial asset which is intended to be held to maturity at amortised cost.
- ◆ Other financial liabilities measured at amortised cost using the effective interest rate.



Investments

The LGPS Central Pool trading company, LGPS Central Limited only became able to trade on 3 April 2018, therefore, reliable trading results and profit forecasts are not yet available. Consequently, the Pension Fund's view is that the market value of this investment at 31 March 2019 cannot be reasonably assessed and that cost is therefore an appropriate estimate of fair value.

Equities traded through the Stock Exchange Electronic Trading Service (SETS), are valued on the basis of the latest bid (buying) price.

Pooled investment vehicles are valued at the bid market price provided by the relevant fund managers, which reflects the market value of the underlying investments.

The value of bonds are recorded at the net market value based on their current market yields. The value does not include interest earned but not paid at the year end, which is included separately within accrued investment income.

UK directly held property investments are stated at their value on the open-market based on an annual independent valuation by Savills, as at 31 March 2019. The valuation report has been prepared in accordance with Royal Institution of Chartered Surveyors' ("RICS") Valuation – Global Standards 2017 incorporating the IVSC International Valuation Standards issued June 2017 and effective from 1 July 2017 (the "RICS Red Book").

The private equity, private debt and hedge fund valuations are valued based on the Fund's share of the net assets of the underlying funds using the latest financial statements provided by the respective fund managers. Derivative contracts are valued at bid market price.

Foreign currency transactions

Dividends, interest and the purchase and sale of investments in foreign currencies have been accounted for at the spot rates at the date of transaction. Where forward foreign exchange contracts are in place for assets and liabilities in foreign currencies, the exchange rate set out in the contract is used. Other assets and liabilities in foreign currencies are given in Sterling (£) at the rates of exchange that apply at the end of the financial year.

Surpluses and deficits arising when converting currency are dealt with as part of the change in market value of investments.

Cash and cash equivalents

Cash comprises cash in hand and demand deposits. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash and are subject to minimal risk of changes in value.

Contingent assets and contingent liabilities

A contingent liability arises where an event has taken place prior to the year-end giving rise to a possible financial obligation whose existence will only be confirmed or otherwise by the occurrence of future events. Contingent liabilities can also arise in circumstances where a provision would be made, except that it is not possible at the balance sheet date to measure the value of the financial obligation reliably.

A contingent asset arises where an event has taken place giving rise to a possible asset whose existence will only be confirmed or otherwise by the occurrence of future events.

Contingent assets and liabilities are not recognised in the net assets statement but are disclosed by way of narrative in the notes.

Actuarial present value of promised retirement benefits

The actuarial present value of promised retirement benefits is assessed on a triennial basis by the scheme actuary in accordance with the requirements of IAS 19 and relevant actuarial standards.

As permitted under the Code, the Fund has opted to disclose the actuarial present value of promised retirement benefits by way of an accompanying actuarial report.

4. Critical judgements in applying accounting policies

Pension Fund liability

The Pension Fund liability is calculated every three years by the Fund actuary, Hymans Robertson, with annual updates in the intervening years. The methodology used is in line with accepted guidelines and in accordance with IAS 19, the assumptions underpinning the valuation are given in the accompanying Actuarial Statement. The estimate is subject to significant variances based on changes to the underlying assumptions.

Property

The Fund's independent valuers Savills have made no allowance for any Capital Gains Tax or other taxation liability that might arise upon a sale of the property, nor have they allowed for any adjustment to any of the properties' income streams to take into account any tax liabilities that may arise. Their valuation is exclusive of VAT (if applicable). They have excluded from their valuation any additional value attributable to goodwill, or to fixtures and fittings which are only of value in situ to the present occupiers.

No allowance has been made for rights, obligations or liabilities arising in relation to fixed plant and machinery, and it has been assumed that all fixed plant and machinery and the installation thereof complies with the relevant EEC legislation.



Investment in LGPS Central Limited

This investment has been valued at cost on the basis that fair value as at 31 March 2019 cannot be reliably estimated. Management have made this judgement because:

- ◆ LGPS Central Limited only became operational on 3 April 2018
- ◆ no dividend to shareholders has as yet been declared
- ◆ no audited accounts are as yet available which would allow fair value to be calculated on a net asset basis or enable the accuracy of profit and cash flow projections contained in the company's business plan to be assessed with confidence.

5. Assumptions made about the future and other major sources of estimation uncertainty

The preparation of financial statements requires management to make estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for the revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The items in the net assets statement at 31 March 2019 for which there is a significant risk of material adjustment in the forthcoming financial year are shown in the following table.

Item	Uncertainty	Effect if actual results differ from assumptions
Private equity	Private equity funds are valued in accordance with each investment managers valuation policy. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total private equity investments in the financial statements are £179.8m. There is a risk that this investment may be under or overstated in the accounts.
Private debt	Private debt funds are valued in accordance with each investment managers valuation policy. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total value of private debt funds in the financial statements is £206.5m. There is a risk that this investment may be under or overstated in the accounts.
Hedge funds	Hedge funds are valued at the sum of the fair values provided by the administrators of the underlying funds plus adjustments that the Funds directors or independent administrators judge necessary. These investments are not publicly listed and as such there is a degree of estimation involved in the valuation.	The total value of Hedge funds in the financial statements is £89.6m. There is a risk that this investment may be under or overstated in the accounts.
Freehold/leasehold property and pooled property funds	Valuation techniques are used to determine the carrying amount of pooled property funds and directly held freehold and leasehold property. Where possible these valuation techniques are based on observable data, but where this is not possible management uses the best available data. Changes in the valuation assumptions used, together with significant changes in rental growth, vacancy levels or the discount rate could affect the fair value of property.	The total value of all property in the financial statements is £436.0m. There is a risk that this investment may be under or overstated in the accounts.

6. Events after the balance sheet date

Since the Statement of Accounts were issued on 31 May 2019 there has been an update regarding a judgement on the McCloud Case.

Impact of McCloud judgement

The McCloud judgement relates to a legal challenge by members of the New Judicial Pension Scheme against the age-based transitional provisions put into place when new pension arrangements were introduced in 2015. The members argued that these transitional provisions were directly discriminatory on grounds of age and indirectly discriminatory on grounds of sex and race, based on the correlation between these two factors reflected in the judicial membership. A Tribunal ruled against the Government, deeming that the transitional provisions were not a proportionate means of achieving a legitimate aim.

Given the uncertainty around this judgement, the Government was awaiting news of its right to an appeal, to understand what the likely impact of the McCloud judgement may be on members' benefits. On 27 June 2019 the Supreme Court denied the Government's request for an appeal.

The Actuary has therefore made an allowance for potential outcomes of this judgement in its disclosure of the actuarial present value of promised retirement benefits in the accompanying actuarial report.

7. Contributions receivable

	2017/2018	2018/2019
	£ 000	£ 000
Employers		
Normal	107,501	114,655
Actuarial strain	5,613	7,286
Deficit recovery contributions	84,099	0
Scheme members		
Normal	35,178	35,195
Total	232,391	157,136

The deficit recovery contributions in 2017/2018 relate to the prepayment of employer deficit funding made by eleven employing bodies in respect of 2018/2019 and future years, as agreed by the actuary.

Contributions receivable can be analysed by type of member body as follows:

	2017/2018	2018/2019
	£ 000	£ 000
Staffordshire County Council	75,897	39,676
Scheduled bodies	138,852	98,704
Admitted bodies	17,642	18,756
Total	232,391	157,136



8. Transfers in

	2017/2018	2018/2019
	£ 000	£ 000
Individual transfers in from other schemes	12,531	11,341
Group transfers in from other schemes	0	1,396
Total	12,531	12,737

9. Benefits payable

	2017/2018	2018/2019
	£ 000	£ 000
Pensions	134,249	143,264
Commutations and lump-sum retirement benefits	33,284	34,804
Lump-sum death benefits	3,672	4,258
Total	171,205	182,326

Benefits payable can be analysed by type of member body as follows:

	2017/2018	2018/2019
	£ 000	£ 000
Staffordshire County Council	68,945	70,339
Scheduled bodies	86,575	92,404
Admitted bodies	15,685	19,583
Total	171,205	182,326

10. Payments to and on account of leavers

	2017/2018	2018/2019
	£ 000	£ 000
Individual transfers to other schemes	14,799	18,315
Group transfers to other schemes	0	692
Payments for members joining / (leaving) state scheme	(36)	50
Refunds to members leaving service	531	647
Total	15,294	19,704

11. Management expenses

	2017/2018	2018/2019
	£ 000	£ 000
Administration expenses	2,383	2,190
Investment management expenses (see note 11a)	13,355	16,512
Oversight and governance costs	1,012	1,741
Total	16,750	20,443

Included within oversight and governance costs are the Fund's external audit costs of £0.03m for 2018/19 (£0.03m for 2017/2018). The charge for 2018/19 includes the current year audit fee of £0.02m and additional fees in respect of IAS19 assurances for the 2016/17 and 2017/18 audits £0.01m.

11a. Investment management expenses

A breakdown of the costs we had to pay in connection with the investment of the Fund is set out below:

	2017/2018	2018/2019
	£ 000	£ 000
Transaction costs	1,113	831
Management fees	11,736	14,631
Performance related fees	370	920
Custody fees	136	130
Total	13,355	16,512

The Fund was also charged indirectly through the bid-offer spread (the difference between bid prices and offer prices) on investments.

12. Investment income

	2017/2018	2018/2019
	£ 000	£ 000
Bonds	15,013	15,410
Dividends from equities	23,905	28,208
Income from pooled investment vehicles	1,980	1,355
Rents from property	20,209	18,727
Interest on cash deposits	837	1,233
Stock lending	158	218
Private Debt	6,599	10,637
Other	520	867
	69,221	76,655
Withholding tax we cannot recover	(322)	(274)
Total	68,899	76,381

12a. Directly held property fund account

A summary of the income and expenses associated with the Fund's directly held property is provided below:

	2017/2018	2018/2019
	£ 000	£ 000
Rental income	20,209	18,727
Direct operating expenses	(1,406)	(2,289)
Net income	18,803	16,438



13. Pension Fund investments 2018/2019

	31 March 2018	31 March 2019
	£ 000	£ 000
Long term investments		
Equities	1,315	1,315
Investment assets		
Bonds	367,682	380,329
Equities	919,342	989,998
Pooled investment vehicles	2,544,465	2,699,542
Derivatives	2,449	1,234
Property	386,143	435,955
Private equity	141,645	179,829
Private debt	134,475	206,457
Hedge funds	88,147	89,586
Cash	180,491	139,912
Outstanding dividend entitlements and recoverable withholding tax	10,207	11,090
Amount receivable for sales of investments	11,846	1,025
Total Investment assets	4,786,892	5,134,957
Investment liabilities		
Derivatives	(880)	(2,378)
Amounts payable for purchases of investments	(12,480)	(2,585)
Total Investment liabilities	(13,360)	(4,963)
Net Investment assets	4,774,847	5,131,309

All companies operating unit trusts or managed funds are registered in the United Kingdom.

13a. Investment reconciliation

Period 2018/2019	Value at 1 April 2018	Purchases at cost	Sales proceeds	Change in market value	Value at 31 March 2019
	£ 000	£ 000	£ 000	£ 000	£ 000
Bonds	367,682	46,614	(38,340)	4,373	380,329
Equities	920,657	429,157	(407,177)	48,676	991,313
Pooled investment vehicles	2,544,465	2,933,948	(3,008,947)	230,076	2,699,542
Derivatives	1,569	1,830,426	(1,825,920)	(7,219)	(1,144)
Property	386,143	49,991	(283)	104	435,955
Other	364,267	98,579	(31,830)	44,856	475,872
	4,584,783	5,388,715	(5,312,497)	320,866	4,981,867
External cash deposits (central cash)	148,685				99,685
Investment manager cash	31,806			8,596	40,227
	4,765,274			329,462	5,121,779
Outstanding dividend entitlements and recoverable withholding tax	10,207				11,090
Amount receivable for sales of investments	11,846				1,025
Amounts payable for purchases of investments	(12,480)				(2,585)
Net Investment assets	4,774,847				5,131,309

The previous years data is provided below:

Period 2017/2018	Value at 1 April 2017	Purchases at cost	Sales proceeds	Change in market value	Value at 31 March 2018
	£ 000	£ 000	£ 000	£ 000	£ 000
Bonds	324,582	113,740	(48,275)	(22,365)	367,682
Equities	890,756	530,222	(502,849)	2,528	920,657
Pooled investment vehicles	2,497,325	120,000	(142,000)	69,140	2,544,465
Derivatives	1,180	2,035,618	(2,045,808)	10,579	1,569
Property	370,601	3,277	0	12,265	386,143
Other	307,104	92,443	(35,144)	(136)	364,267
	4,391,548	2,895,300	(2,774,076)	72,011	4,584,783
External cash deposits (central cash)	151,500				148,685
Investment manager cash	33,690			4,677	31,806
	4,576,738			76,688	4,765,274
Outstanding dividend entitlements and recoverable withholding tax	9,061				10,207
Amount receivable for sales of investments	5,618				11,846
Amounts payable for purchases of investments	(8,327)				(12,480)
Net Investment assets	4,583,090				4,774,847



The Fund holds the following pooled investments that exceed 5% of the total value of net assets at 31 March 2019 (also at 31 March 2018):

- ◆ LGIM, passive UK equity - £354.1m or 6.9% (£332.6m or 7.0%)
- ◆ LGIM, passive global equity - £1,329.7m or 26.0% (£1,635.4m or 34.2%)
- ◆ LGIM, passive index-linked gilts - £388.0m or 7.6% (£367.0m or 7.7%)
- ◆ LGPS Central, active global equity - £505.1m or 9.9% (£0.0m or 0.0%)

As at 31 March 2019 (also at 31 March 2018) the Fund was committed to the following contractual commitments:

- ◆ £99.6m of contractual commitments for private equity investments (£127.8m)
- ◆ Investment in a UK pooled property fund of £14.1m (£7.4m)
- ◆ £177.6m of private debt investments (£161.8m)

13b. Investments analysed by Manager

The market value and percentage of assets held by each of the investment managers at the end of the financial year is shown below:

	31 March 2018		31 March 2019	
	£ 000	%	£ 000	%
Investments managed by LGPS Central Limited				
LGPS Central Limited Global Equity Active Multi Manager Fund	0	0%	505,078	10%
LGPS Central Limited	1315	0%	1,315	0%
	1,315	0%	506,393	10%
Investments managed outside of LGPS Central Limited				
Insight Investment (corporate bonds)	380,162	8%	392,621	7%
Standard Life Investments (UK equity)	301,184	6%	306,078	6%
JP Morgan Asset Management (global equity)	414,932	9%	447,396	9%
Longview Partners (global equity)	223,208	5%	263,011	5%
Legal & General Investment Management (passive UK index-linked gilts)	367,007	8%	388,040	8%
Legal & General Investment Management (passive all world equity)	2,050,129	43%	1,683,757	33%
Russell Investments (emerging markets equity)	122,175	3%	117,818	2%
Colliers International UK Plc (property)	386,291	8%	436,281	9%
HarbourVest Partners (private equity)	109,160	2%	128,909	3%
Knightsbridge Advisors (private equity)	15,418	0%	21,010	0%
Partners Group (private equity)	12,148	0%	20,390	0%
Lazard Technology Partners (private equity)	779	0%	862	0%
Capital Dynamics (private equity)	4,140	0%	8,658	0%
Hayfin Capital Management (private debt)	35,211	1%	69,746	1%
Highbridge Capital Management (private debt)	38,145	1%	57,262	1%
Alcentra Limited (private debt)	61,119	1%	79,449	2%
Goldman Sachs Asset Management (hedge funds)	88,147	2%	89,586	2%
County Treasurer (central cash)	154,604	3%	104,512	2%
	4,763,959	100%	4,615,386	90%
	4,765,274	100%	5,121,779	100%

13c. Analysis of Investments

	31 March 2018		31 March 2019	
	£ 000	%	£ 000	%
Long term investments				
UK equities unquoted	1,315	0%	1,315	0%
Investment assets				
Bonds				
UK corporate quoted	159,169	3%	176,161	3%
Global corporate quoted	208,513	5%	204,168	4%
	367,682	8%	380,329	7%
Equities				
UK quoted	340,955	7%	341,717	7%
Global quoted	578,387	12%	648,281	12%
	919,342	19%	989,998	19%
Pooled investment vehicles				
UK	445,951	9%	358,901	7%
UK index-linked	367,007	8%	388,040	8%
Global	1,731,507	36%	1,952,601	38%
	2,544,465	53%	2,699,542	53%
Derivatives (see note 14)				
Forward foreign currency	1,015	0%	160	0%
Futures	1,434	0%	1,074	0%
	2,449	0%	1,234	0%
Property				
UK directly held property	352,715	7%	397,550	8%
UK pooled property funds	33,428	1%	38,405	1%
	386,143	8%	435,955	9%
Other				
Private equity	141,645	3%	179,829	3%
Private debt	134,475	3%	206,457	4%
Hedge funds	88,147	2%	89,586	2%
	364,267	8%	475,872	9%
Cash				
External deposits	148,685	4%	99,685	2%
Investment manager cash (Sterling £)	14,292	0%	29,298	1%
Investment manager cash (non Sterling £)	17,514	0%	10,929	0%
	180,491	4%	139,912	3%
	4,766,154	100%	5,124,157	100%



Outstanding dividend entitlements and recoverable withholding tax	10,207	11,090
Amount receivable for sales of investments	11,846	1,025
Total Investment assets	4,788,207	5,136,272
Investment liabilities		
Derivatives (see note 14)		
Forward foreign currency	(33)	(1,024)
Futures	(847)	(1,354)
	(880)	(2,378)
Amounts payable for purchases of investments	(12,480)	(2,585)
Total Investment liabilities	(13,360)	(4,963)
Net Investment assets	4,774,847	5,131,309

13d. Stock lending

The Fund lends stock in return for payment. The table below summarises the value of the stock lent out by the Fund at the end of the last two years.

	31 March 2018	31 March 2019
	£ 000	£ 000
Equities - UK	49,366	54,315
Equities - Global	61,938	59,862
Fixed interest - UK	1,089	1,145
Fixed interest - Global	2,200	8,060
	114,593	123,382

Securities released to a third party under the stock-lending agreement with Northern Trust are included in the net assets statement to reflect the Fund's continuing economic interest in those securities.

Collateral holdings, supporting the loans, are not identified as individual loans but are kept in a pooled structure. As security for the stocks on loan as at 31 March 2019, the Fund held £130.6 million (£121.5 million at 31 March 2018) of collateral in the form of government obligations (such as Gilts) and equities.

Income received from stock-lending activities was £0.2 million for the year ending 31 March 2019 (£0.2 million for year ending 31 March 2018). This is included within the investment income figure shown on the Pension Fund account.

13e. Directly held property net asset account

The Fund had investments in property of £436.0m at 31 March 2019 (£386.1m at 31 March 2018), of which £397.6m was in directly held property (£352.7m at 31 March 2018). The account below reconciles the movement in the Fund's investments in directly held property.

The Fund is required to classify its directly held property into a hierarchy by reference to the quality and reliability of information used to determine fair values (See note 15 for more information on the hierarchy). The Fund has classified its directly held property as Level 3, as fair values are based on significant unobservable inputs and estimated using valuation techniques.

Transaction costs for directly held property in 2018/2019 were £2.5m (£0.1m in 2017/2018).

	2017/2018	2018/2019
	£ 000	£ 000
Balance at start of year	340,675	352,715
Purchases at cost	679	46,657
Sale proceeds	0	(283)
Change in market value	11,361	(1,539)
Balance at 31 March	352,715	397,550

14. Derivative contracts

The holding of derivative contracts is to hedge exposures and reduce risk for the Fund. The use of derivative contracts is managed in line with the investment management agreement between the Fund and the various investment managers who use them.

Forward foreign currency contracts

A significant proportion of the Fund's equity holdings are held in overseas stock markets. To reduce the volatility associated with fluctuating currency rates, some of the Fund's investment managers hold forward foreign currency contracts. The open contracts at 31 March are analysed in Sterling (£) below against other major currencies.

	31 March 2018		31 March 2019	
	Assets	Liabilities	Assets	Liabilities
	£ 000	£ 000	£ 000	£ 000
Swiss Franc	0	(19)	0	0
Euro	357	0	160	0
Hong Kong Dollar	0	(4)	0	0
United States Dollar	658	0	0	(1,024)
Swedish Krona	0	(3)	0	0
Turkish Lira	0	(7)	0	0
	1,015	(33)	160	(1,024)



Futures contracts

Futures contracts are used to manage interest rate risk. All are traded on a stock exchange and are listed below at 31 March.

The Fund invests in fixed-rate corporate bonds denominated in Sterling, US dollars and Euros. In order to avoid taking duration risk in relation to movements in US dollar and Euro based interest rates, positions are taken in the corresponding government bond futures.

	Nominal Value £ 000	31 March 2018		31 March 2019	
		Assets £ 000	Liabilities £ 000	Assets £ 000	Liabilities £ 000
Euro Bund Future (Euro €) - June 2018	15,872	0	(229)	0	0
Long Gilt Future (Sterling £) - June 2018	73,363	1,434	0	0	0
US 10 year Note (US \$) - June 2018	59,853	0	(542)	0	0
US 5 year Note (US \$) - June 2018	16,182	0	(76)	0	0
Euro Bund Future (Euro €) - June 2019	14,416	0	0	0	(311)
Long Gilt Future (Sterling £) - June 2019	63,869	0	0	1,074	0
US 10 year Note (US \$) - June 2019	55,745	0	0	0	(862)
US 5 year Note (US \$) - June 2019	15,283	0	0	0	(153)
US 10 year Ultra (US \$) - June 2019	1,395	0	0	0	(28)
		1,434	(847)	1,074	(1,354)

15. Fair value - basis of valuation

The basis of the valuation of each asset class of investment is set out below. All assets have been valued using fair value techniques which represent the highest and best price available at the reporting date. There have been no changes in the valuation techniques used during the year.

Description of asset	Valuation hierarchy	Basis of valuation	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
Market quoted investments (equities and bonds)	Level 1	Published bid market price ruling on the final day of the accounting period	Not required	Not required
Quoted bonds	Level 1	Bonds are valued at a market value based on current yields	Not required	Not required
Pooled investment vehicles	Level 2	Fair value based on the weekly market quoted prices of the respective underlying securities	When considering the fair value of assets which are not at the reporting date, the price of a recent transaction for an identical asset provides evidence of fair value	Not required
Unquoted Equities	Level 3	Comparable valuation of similar companies in accordance with International Private Equity and Venture Capital Valuation Guidelines 2012	<ul style="list-style-type: none"> - (EBITDA) multiple - Revenue multiple - Discount for lack of Marketability - Control premium 	Valuations could be affected by post balance sheet events, changes to expected cashflows, or by any differences between audited and unaudited accounts
Freehold and leasehold properties	Level 3	Valued at fair value by Savills in accordance with International Valuation Standards and RICS Valuation Standards	<ul style="list-style-type: none"> - Existing lease terms rentals - Independent market research - Covenant strength for existing tenants - Assumed vacancy levels - Estimated rental growth - Discount rate 	Significant changes in rental growth, vacancy levels or the discount rate could affect valuations as could more general changes to market prices
Pooled property funds	Level 3	The Funds ownership share in property limited partnerships is applied to the partnership net assets. The net assets are based on the fair value of the underlying investment properties in accordance with International Valuation Standards and RICS Valuation Standards	<ul style="list-style-type: none"> - Existing lease terms rentals - Independent market research - Covenant strength for existing tenants - Assumed vacancy levels - Estimated rental growth - Discount rate 	Significant changes in rental growth, vacancy levels or the discount rate could affect valuations as could more general changes to market prices



15. Fair value - basis of valuation (continued)

Description of asset	Valuation hierarchy	Basis of valuation	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
Private equity	Level 3	Comparable valuation of similar companies in accordance with International Private Equity and Venture Capital Valuation Guidelines (2012) Updated	<ul style="list-style-type: none"> - EBITDA multiple - Revenue multiple - Discount for lack of marketability - Control Premium 	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Fund's own reporting date, by changes to expected cash flows, and by any differences between audited and unaudited accounts
Private debt	Level 3	Valued at fair value in accordance with International Valuation Standards and investment managers valuation policy	<ul style="list-style-type: none"> - Comparable valuation of similar assets - EBITDA multiple - Revenue multiple - Discounted cash flows - Enterprise value estimation 	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Fund's own reporting date, by changes to expected cash flows, and by any differences between audited and unaudited accounts
Hedge funds	Level 3	Closing bid price and offer prices are published	NAV-based pricing set on a forward pricing basis	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Fund's own reporting date, by changes to expected cash flows, and by any differences between audited and unaudited accounts
Forward foreign currency contracts	Level 2	Market forward exchange rates at the year end	Exchange rate risk	Not Required
Futures	Level 1	Published exchange prices at the year-end	Not required	Not Required

Sensitivity of assets valued at Level 3

In consultation with the Fund's investment advisor, the Fund has determined that the valuation methods described above are likely to be accurate to within the following ranges and has set out below the consequent potential impact on the closing value of investments held at 31 March 2019.

Asset type	Assessed valuation range	31 March 2019	Value on increase	Value on decrease
	%	£ 000	£ 000	£ 000
UK equities unquoted	18%	1,315	1,552	1,078
Freehold and leasehold properties	14%	397,550	453,207	341,893
Pooled property funds	14%	38,405	43,782	33,028
Private equity	27%	179,829	228,383	131,275
Private debt	7%	206,457	220,909	192,005
Hedge funds	13%	89,586	101,232	77,940
		913,142	1,049,065	777,219

15a. Fair value hierarchy

Asset and liability valuations have been classified into three levels, according to the quality and reliability of information used to determine fair values. The three levels are detailed below:

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities. Products classified as Level 1 are quoted equities and bonds.

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices). Level 2 products include pooled investment vehicles, as they are not traded in a market that is considered to be active and where the asset value can be determined by observed values for the underlying assets.

Level 3 - Inputs for assets or liabilities that are not based on observable market data (unobservable inputs). Examples include private equity, private debt and hedge funds, which are valued using valuation techniques that require significant judgement.

The following table provides an analysis by the three levels based on the level at which the fair value is observable.

31 March 2019	Level 1	Level 2	Level 3	Total
	£ 000	£ 000	£ 000	£ 000
Financial assets				
Designated as fair value through profit and loss	1,371,401	2,699,702	515,592	4,586,695
Non-financial assets at fair value through profit and loss (See note 13e)	0	0	397,550	397,550
Financial liabilities				
Designated as fair value through profit and loss	(1,354)	(1,024)	0	(2,378)
	1,370,047	2,698,678	913,142	4,981,867



The previous years data is provided below:

31 March 2018	Level 1	Level 2	Level 3	Total
	£ 000	£ 000	£ 000	£ 000
Financial assets				
Designated as fair value through profit and loss	1,288,458	2,545,480	399,010	4,232,948
Non-financial assets at fair value through profit and loss (See note 13e)	0	0	352,715	352,715
Financial liabilities				
Designated as fair value through profit and loss	(847)	(33)	0	(880)
	1,287,611	2,545,447	751,725	4,584,783

15b. Reconciliation of fair value measurements within level 3

Period 2018/2019	Market Value 1 April 2018	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Unrealised gains / (Losses)	Realised gains / (Losses)	Market Value 31 March 2019
	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000
UK equities unquoted	1,315	0	0	0	0	1,315
Freehold and leasehold properties	352,715	46,657	(283)	(275)	(1,264)	397,550
Pooled property funds	33,428	3,334	0	1,643	0	38,405
Private equity	141,645	32,451	(28,755)	20,948	13,540	179,829
Private debt	134,475	66,128	(3,075)	8,929	0	206,457
Hedge funds	88,147	0	0	1,439	0	89,586
	751,725	148,570	(32,113)	32,684	12,276	913,142

The previous years data is provided below:

Period 2017/2018	Market Value 1 April 2017	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Unrealised gains / (Losses)	Realised gains / (Losses)	Market Value 31 March 2018
	£ 000	£ 000	£ 000	£ 000	£ 000	£ 000
UK equities unquoted	0	1,315	0	0	0	1,315
Freehold and leasehold properties	340,675	679	0	12,063	(702)	352,715
Pooled property funds	29,926	2,598	0	904	0	33,428
Private equity	146,080	24,550	(33,925)	(14,110)	19,050	141,645
Private debt	74,569	67,893	(1,219)	(8,085)	1,317	134,475
Hedge funds	86,455	0	0	1,692	0	88,147
	677,705	97,035	(35,144)	(7,536)	19,665	751,725

16. Classification of financial instruments

The net assets of the Fund disclosed in the Net assets statement and in notes 13a to 13e, 18, 18a, 19 and 19a are made up of the following categories of financial instruments. No financial instruments were reclassified during 2018/2019.

The analysis within notes 16, 16b and 17 on financial instruments does not include the Pension Fund's directly held property. This is treated under a different accounting standard (IAS 40 Investment Property) and is disclosed in note 13e - Directly held property net asset account and note 12a - Directly held property fund account.

31 March 2019	Designated as fair value through profit and loss £ 000	Financial Assets at amortised cost £ 000	Financial liabilities at amortised cost £ 000	Total £ 000
Financial assets				
Bonds	380,329	0	0	380,329
Equities	991,313	0	0	991,313
Pooled investment vehicles	2,699,542	0	0	2,699,542
UK pooled property funds	38,405	0	0	38,405
Cash	0	142,325	0	142,325
Other investment balances	475,872	12,115	0	487,987
Derivatives	1,234	0	0	1,234
Long term assets	0	1,004	0	1,004
Current assets	0	16,038	0	16,038
	4,586,695	171,482	0	4,758,177
Financial liabilities				
Derivatives	(2,378)	0	0	(2,378)
Other investment balances	0	0	(2,585)	(2,585)
Long term Liabilities	0	0	(75)	(75)
Current liabilities	0	0	(19,673)	(19,673)
	(2,378)	0	(22,333)	(24,711)
	4,584,317	171,482	(22,333)	4,733,466



16. Classification of financial instruments (continued)

The previous years data is provided below:

	Designated as fair value through profit and loss	Financial Assets at amortised cost	Financial liabilities at amortised cost	Total
31 March 2018	£ 000	£ 000	£ 000	£ 000
Financial assets				
Bonds	367,682	0	0	367,682
Equities	920,657	0	0	920,657
Pooled investment vehicles	2,544,465	0	0	2,544,465
UK pooled propert funds	33,428	0	0	33,428
Cash	0	177,702	0	177,702
Other investment balances	364,267	22,053	0	386,320
Derivatives	2,449	0	0	2,449
Long term assets	0	2,008	0	2,008
Current assets	0	12,265	0	12,265
	4,232,948	214,028	0	4,446,976
Financial liabilities				
Derivatives	(880)	0	0	(880)
Other investment balances	0	0	(12,480)	(12,480)
Long term Liabilities	0	0	(88)	(88)
Current liabilities	0	0	(8,470)	(8,470)
	(880)	0	(21,038)	(21,918)
	4,232,068	214,028	(21,038)	4,425,058

16b. Net gains on financial instruments

The gains recognised in the accounts in relation to financial instruments are made up as follows:

	31 March 2018	31 March 2019
	£ 000	£ 000
Financial assets		
Designated as fair value through profit and loss	60,650	322,405
Amortised cost	4,677	8,596
	65,327	331,001

17. Nature and extent of risks arising from financial instruments

The primary objective of the Fund is to ensure that sufficient funds are available to meet all Pension liabilities as they fall due for payment. The Fund aims to do this by adopting an investment strategy that balances risk and return.

The majority of the Fund is invested through external investment managers. Each has an investment management agreement in place which sets out the relevant benchmark, performance target, asset allocation ranges and any restrictions.

Risks are managed through diversification; by investing across asset classes, across managers and styles and ensuring managers maintain a diversified portfolio of investments within their mandate. The majority of the Fund is invested in liquid investments.

Market risk

Market risk is the risk of loss from fluctuations in market prices, interest rates or currencies. The Fund is exposed through its investment portfolio to all these market risks.

Market risk also represents the risk that the value of a financial instrument will fluctuate caused by factors other than those mentioned above. These changes can be caused by factors specific to the individual instrument or those affecting the market in general and will affect each asset class the Fund holds in different ways.

A high proportion of the Fund is invested in equities and therefore fluctuation in equity prices is the largest risk the Fund faces. The Fund relies on the fact that it has positive cash flows and a strong employer covenant to underpin its investment in equities and maintains its high exposure to equities over the long-term as they are expected to deliver higher returns.

The Fund manages market risk through a diversified investment portfolio and instructing individual investment managers to diversify investments within their own individual portfolios in line with their investment strategies and mandate guidelines. The Pensions Panel and Pensions Committee regularly receive reports which monitor such risks.

Market risk sensitivity analysis

In consultation with the Fund's investment advisor the following movements in market prices have been judged as possible for the 2019/2020 financial year. The potential market movement figures also allow for interest rate and currency rate fluctuations.

Asset type	Possible market movements	
UK equity	+/-	18%
Global equity	+/-	22%
Private equity	+/-	27%
Private debt	+/-	7%
UK fixed interest bonds	+/-	11%
UK index-linked bonds	+/-	9%
Corporate bonds	+/-	7%
Cash	+/-	1%
UK Commercial property	+/-	14%
Hedge funds	+/-	13%



This movement in the market prices would increase or decrease the net assets at 31 March 2019 to the amounts shown below:

Asset type	31 March 2019	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
UK equities unquoted	1,315	18%	1,552	1,078
UK corporate bonds	176,161	7%	188,492	163,830
Global corporate bonds	204,168	7%	218,460	189,876
UK equities	341,717	18%	403,226	280,208
Global equities	648,281	22%	790,903	505,659
UK pooled investments	358,901	18%	423,503	294,299
UK index-linked pooled investments	388,040	9%	422,964	353,116
Overseas pooled investments	1,952,601	22%	2,382,173	1,523,029
Derivatives	(1,144)	0%	(1,144)	(1,144)
UK pooled property funds	38,405	14%	43,782	33,028
Private equity	179,829	27%	228,383	131,275
Private debt	206,457	7%	220,909	192,005
Hedge funds	89,586	13%	101,232	77,940
Cash	139,912	1%	141,311	138,513
Outstanding dividend entitlements and recoverable withholding tax	11,090	0%	11,090	11,090
Amount receivable for sales of investments	1,025	0%	1,025	1,025
Amounts payable for purchases of investments	(2,585)	0%	(2,585)	(2,585)
Long term assets	1,004		1,004	1,004
Current assets	18,451	0%	18,451	18,451
Long term Liabilities	(75)		(75)	(75)
Current liabilities	(19,673)	0%	(19,673)	(19,673)
	4,733,466		5,574,983	3,891,949

The previous years data is provided below:

Asset type	31 March 2018	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
UK equities unquoted	1,315	18%	1,552	1,078
UK corporate bonds	159,169	7%	170,311	148,027
Global corporate bonds	208,513	7%	223,109	193,917
UK equities	340,955	18%	402,327	279,583
Global equities	578,387	22%	705,632	451,142
UK pooled investments	445,951	18%	526,222	365,680
UK index-linked pooled investments	367,007	9%	400,038	333,976
Overseas pooled investments	1,731,507	22%	2,112,439	1,350,575
Derivatives	1,569	0%	1,569	1,569
UK pooled property funds	33,428	14%	38,108	28,748
Private equity	141,645	27%	179,889	103,401
Private debt	134,475	7%	143,888	125,062
Hedge funds	88,147	13%	99,606	76,688
Cash	180,491	1%	182,296	178,686
Outstanding dividend entitlements and recoverable withholding tax	10,207	0%	10,207	10,207
Amount receivable for sales of investments	11,846	0%	11,846	11,846
Amounts payable for purchases of investments	(12,480)	0%	(12,480)	(12,480)
Long term assets	2,008		2,008	2,008
Current assets	12,265	0%	12,265	12,265
Long term Liabilities	(88)		(88)	(88)
Current liabilities	(11,259)	0%	(11,259)	(11,259)
	4,425,058		5,199,485	3,650,631

Interest rate risk

Interest rate risk is the risk that the fair value of a financial instrument will fluctuate because of changes in market interest rates.

Changes in market interest rates would affect the value of the Fund's bonds. The amount of income the Fund generates from its cash holdings would also be affected.

The Fund's direct exposure to interest rate movements as at 31 March 2019 is set out below. These disclosures present interest rate risk based on the underlying financial assets at fair value.



Interest rate risk - sensitivity analysis

The Fund recognises that interest rates can vary and can affect both income to the Fund and the value of the net assets available to pay benefits. Medium to long-term average rates are expected to move less than 100 basis points from one year to the next and experience suggests that such movements are likely.

The analysis that follows assumes that all other variables, in particular exchange rates, remain constant, and shows the effect in the year on the net assets available to pay benefits of a +/- 100 Basis Points (ie 1%) change in interest rates:

Asset type	31 March 2019	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
Cash and cash equivalents	99,685	0%	99,685	99,685
Cash balances	2,413	0%	2,413	2,413
Bonds	380,329	1%	384,132	376,526
	482,427		486,230	478,624

Asset type	31 March 2018	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
Cash and cash equivalents	148,685	0%	148,685	148,685
Cash balances	(2,789)	0%	(2,789)	(2,789)
Bonds	367,682	1%	371,359	364,005
	513,578		517,255	509,901

Foreign currency risk

Foreign currency risk represents the risk that the fair value of financial instruments when expressed in Sterling (£) will fluctuate because of changes in foreign exchange rates.

A high proportion of the Fund's equity portfolio is held in global stock markets. Any short term volatility associated with fluctuating currencies is balanced by the long term nature of investments in equity markets.

Foreign currency risk - sensitivity analysis

Following consultation with the Fund's investment advisors, the Fund considers the likely volatility associated with foreign exchange movements to be 10%. On the assumption that all other variables, in particular interest rates, remain constant, a 10% strengthening/weakening of the pound against the various currencies in which the Fund holds investments would increase/decrease the net assets available to pay benefits as follows:

Asset type	31 March 2019	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
Global corporate bonds	204,168	10%	224,585	183,751
Global equities	648,281	10%	713,109	583,453
Overseas pooled investments	1,952,601	10%	2,147,861	1,757,341
Private equity	179,829	10%	197,812	161,846
Private debt	206,457	10%	227,103	185,811
Hedge funds	89,586	10%	98,545	80,627
	3,280,922		3,609,015	2,952,829

Asset type	31 March 2018	Percentage change (+/-)	Value on increase	Value on decrease
	£ 000	%	£ 000	£ 000
Global corporate bonds	208,513	10%	229,364	187,662
Global equities	578,387	10%	636,226	520,548
Overseas pooled investments	1,731,507	10%	1,904,658	1,558,356
Private equity	141,645	10%	155,810	127,481
Private debt	134,475	10%	147,923	121,028
Hedge funds	88,147	10%	96,962	79,332
	2,882,674		3,170,943	2,594,407

Credit risk

Credit risk is the risk that the counterparty to a financial instrument will fail to meet an obligation and cause the Fund to incur a financial loss. The biggest exposure the Fund has is through its investment in corporate bonds and private debt.

The Fund is also exposed to credit risk through other investment managers that hold assets and the custodian. The Fund minimises credit risk through the careful selection and monitoring of high quality counterparties. Assets and cash held by the custodian are held in individual accounts in the Pension Fund's name, clearly segregated from the assets of other clients and the custodian.

Through the stock lending programme, operated by the Fund's custodian, the Fund is exposed to the collateral provided by the borrower against the securities lent. To manage this risk the collateral permitted is restricted to government obligations (such as Gilts) and equities. Collateral is held in excess of the securities lent.

Foreign exchange contracts are subject to credit risk in relation to the counterparties of the contracts. The maximum credit risk exposure on foreign currency contracts is the full amount of the foreign currency the Fund pays when settlement occurs, should the counterparty fail to pay the amount which



it is committed to pay the Fund.

Another source of credit risk for the Fund is the cash it holds to meet short-term commitments. The cash is managed by the Staffordshire County Council Treasury and Pensions Fund team in line with the Pension Fund's Annual Investment Strategy which sets out the permitted counterparties and limits.

Summary	Rating	31 March 2018 £ 000	31 March 2019 £ 000
Bank current account			
Lloyds Bank	A+	(2,789)	2,413
Loan			
LGPS Central	N/A	685	685
Money market funds			
Aberdeen Ultra Short Duration Sterling Fund (formerly Standard Life Investments Short Duration Managed Liquidity Fund)	AAA	20,000	20,000
Deutsche Managed Sterling Platinum	AAA	18,000	0
Federated (PR) Short-Term GBP Prime Fund Class 3	AAA	15,000	16,000
Goldman Sachs Sterling Liquid Reserve Institutional Inc	AAA	5,000	5,000
JPMorgan Sterling Liquidity Capital	AAA	7,000	5,000
Morgan Stanley Sterling Liquidity Inst	AAA	3,000	5,000
Royal London Cash Plus Fund	AAA	20,000	20,000
Local Authority Loans			
Birmingham City Council	N/A	20,000	0
Cornwall Council	N/A	0	10,000
Eastleigh Borough Council	N/A	10,000	0
Isle of Wight Council	N/A	0	5,000
Mid Suffolk District Council	N/A	0	3,000
Rhondda Cynon Taff County Borough Council	N/A	5,000	0
Slough Borough Council	N/A	5,000	0
Telford and Wrekin Borough Council	N/A	10,000	0
Thurrock Borough Council	N/A	10,000	5,000
Wirral Metropolitan Borough Council	N/A	0	5,000
		148,685	99,685
		145,896	102,098

Liquidity risk

Liquidity risk represents the risk that the Fund will not be able to meet its financial obligations as they fall due. To manage this risk the Fund holds an allocation of its assets in cash, the majority of which Staffordshire County Council's Treasury and Pensions Fund team have same day access to. This is to ensure short term commitments can be met.

The majority of the stocks held by the Fund's investment managers are quoted on major stock markets and may be realised quickly if required. Less liquid investments such as property, private equity, hedge funds and private debt currently make up a smaller proportion of the Fund's assets.

In the short-term the Fund can borrow money on the money markets to cover any shortfall that may arise. Overall there is very little risk that the Fund will not be able to raise cash to meet its commitments.

18. Long term assets

	31 March 2018	31 March 2019
	£ 000	£ 000
Contributions due – employers (see note 22)	2,008	1,004
Total	2,008	1,004

18a. Current assets

	31 March 2018	31 March 2019
	£ 000	£ 000
Short term debtors		
Contributions due – employers	8,030	9,604
Contributions due – members	2,100	2,515
Cash balances	0	2,413
Other	2,135	3,919
Total	12,265	18,451

19. Long term liabilities

	31 March 2018	31 March 2019
	£ 000	£ 000
Income received in advance (see note 23)	(88)	(75)
Total	(88)	(75)

19a. Current liabilities

	31 March 2018	31 March 2019
	£ 000	£ 000
Cash overdrawn	(2,789)	0
Investment management expenses	(1,086)	(1,316)
Income received in advance	(2,166)	(1,484)
Benefits payable	(4,365)	(4,016)
Other	(853)	(12,857)
Total	(11,259)	(19,673)



20. Additional voluntary contributions

As well as joining the Fund, scheme members can pay into an additional voluntary contribution (AVC) scheme run by external providers. Contributions are paid directly from scheme members to the providers.

The contributions are not included within the Fund accounts, in line with regulation 4(1)(b) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2017. The table below shows the activity for each AVC provider in the year.

	Scottish Widows	Equitable Life	Standard Life
	£ 000	£ 000	£ 000
Opening value	799	502	1,999
Income	74	12	202
Expenditure	(103)	(47)	(243)
Change in market value	50	0	64
Closing value	820	467	2,022

21. Related-party disclosure

- ◆ Staffordshire Pension Fund is administered by Staffordshire County Council. During the reporting period the County Council incurred costs of £2.1m (£2.1m in 2017/2018) in relation to the administration of the Pension Fund. The County Council was subsequently reimbursed by the Fund for these expenses.
- ◆ The Pension Fund holds a proportion of its assets in cash to meet short term commitments. This cash is managed by the Staffordshire County Council Treasury and Pension Fund team in line with the Fund's Annual Investment Strategy, which sets out the permitted counterparties and limits. At 31 March 2019 the Fund held £102.1m in cash (£145.9m at 31 March 2018).
- ◆ New regulations stopped Staffordshire County Councillors from joining the scheme from 1 April 2014. Only Councillors who were members of the scheme at 31 March 2014 could continue to accrue benefits in the scheme up until the end of their term of office, which occurred when the local elections were held in May 2018. At 31 March none of the members of the Pensions Committee and the Pensions Panel remained members of the scheme.

LGPS Central Limited

- ◆ LGPS Central Limited has been established to manage investment assets on behalf of nine Local Government Pension Scheme (LGPS) funds across the Midlands. It is jointly owned in equal shares by the eight administering authorities participating in the LGPS Central Pool, of which Staffordshire County Council, as the administering authority for Staffordshire Pension Fund, is one of the shareholders.

The Pension Fund incurred no set-up costs in relation to LGPS Central Limited in 2018/19, and the Pension Fund's total share of set-up costs amounted to £0.514m cumulative for the last three years. £0.502m set-up costs were subsequently reimbursed by LGPS Central Limited to the Pension Fund in 2018/19. The Pension Fund invested £1.315m in share capital and £0.685m in a loan to LGPS Central Limited in 2017/18. These are both balances at the year end.

LGPS Central Limited launched its first products on 1 April 2018. During 2018/19, Staffordshire Pension Fund transferred £502.2m into the LGPS Central Active External Global Equity Multi Manager Sub-Fund from existing passive investments with Legal and General Investment Management. In total, the transition involved the restructuring of ten mandates (from five Partner Funds) to three active global equity mandates within the LGPS Central Authorised Contractual Scheme. The portfolios were funded to the new managers on 12 March 2019 and £0.002m was paid to LGPS Central for oversight of the assets to 31 March 2019.

The Pension Fund incurred £0.802m in respect of Governance, Operator Running and Product Development in connection with LGPS Central Limited in 2018/19 (£nil in 2017/18). The accounts payable in respect of these services at 31 March 2019 was £0.066m (£nil at 31 March 2018).

21a. Key management personnel

The key management personnel of the Fund are the Staffordshire County Council County Treasurer (Section 151 Officer), Director of Corporate Services, and the Head of Treasury and Pensions. Total remuneration payable to key personnel in respect of the Pension Fund is set out below:

	31 March 2018	31 March 2019
	£ 000	£ 000
Short Term Benefits	72	74
Post-employment Benefits	56	110
	128	184

22. Deferred debtor

A transfer was made from the Fund to the Civil Service Pension Scheme on 1 April 2005 in respect of Magistrates Courts. As at 31 March 2011 agreement had been reached that the Fund was due a payment that represented the shortfall between the assets held and the liabilities retained within the Fund. The shortfall of £8.512 million, including an allowance for the delay in receipt of 3.765%, meant ten payments were due to the Fund of £1.004m. At 31 March 2019, the remaining balance was £1.004m as per the long term assets in note 18.



23. Deferred liability

A cash transfer of £0.188m was made to the Fund in 2011/2012 by the Environment Agency. The transfer was in respect of Pre-1974 Water Company Pensions increase recharges and represents income received in advance. £0.013m has been transferred to the revenue account in 2018/2019 and £0.013m will be released per year until 2025/2026. At 31 March 2019 the remaining balance was £0.075m as per the long term liabilities in note 19.

24. Accounting Standards issued but not yet adopted

At the balance sheet date the following interpretations, new standards and amendments to existing standards have been published but not yet adopted by the Code:

- ◆ **IAS 40 Investment Property:** Transfers of Investment Property provides further explanation of the instances in which a property can be classified as investment property. This will have no impact on the Fund's accounts.
- ◆ **IFRS 9 Financial Instruments:** prepayment features with negative compensation amends IFRS 9 to make clear that amortised cost should be used where prepayments are substantially lower than the unpaid principal and interest. The Fund has no loans to which this will apply.
- ◆ **IFRS 16 Leases:** will require local authorities that are lessees to recognise most leases on their balance sheets as right-of-use assets with corresponding lease liabilities. Implementation of IFRS 16 has been deferred until 1st April 2020 for Local Government. This will have no impact on the Fund's accounts.
- ◆ **IFRIC 22 Foreign Currency Transactions and Advance Consideration:** clarifies the treatment of payments in a foreign currency made in advance of obtaining or delivering services or goods. The Fund does not have any material transactions within the scope of this amendment.
- ◆ **IFRIC 23 Uncertainty over Income Tax Treatments:** provides additional guidance on income tax treatment where there is uncertainty. This will have no impact on the Fund's accounts.
- ◆ **IFRS 12 Disclosure of Interests in other Entities:** states that an entity need not provide summarised financial information for interests in subsidiaries, associates or joint ventures that are classified or included in a disposal group that is classified as held for sale. This will have no impact on the Fund's accounts.
- ◆ **IAS 28 Investments in Associates and Joint Ventures:** clarifies that the option for a venture capital organisation and other similar entities to measure investments in associates and joint ventures at FVTPL is available separately for each associate or joint venture and that election should be made at initial recognition of the associate or joint venture. This is not expected to impact on the Fund's accounts.

Independent Auditor's Statement

To the Members Of Staffordshire County Council
on the Pension Fund Financial Statements

Opinion

We have examined the pension fund financial statements for the year ended 31 March 2019, which comprise the Fund Account, the Net Assets Statement and the related notes 1 to 24. In our opinion, the pension fund financial statements are consistent with the full annual statement of accounts of Staffordshire Pension Fund for the year ended 31 March 2019 and comply with applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2018/19.

Respective responsibilities of the Head of Finance (Section 151 Officer) and the auditor

As explained more fully in the Responsibilities of the County Treasurer (Section 151 Officer), the County Treasurer (Section 151 Officer) is responsible for the preparation of the pension fund's financial statements in accordance with applicable United Kingdom law.

Our responsibility is to report to you our opinion on the consistency of the pension fund financial statements within the pension fund annual report with the pension fund financial statements in the statement of accounts of Staffordshire County Council, and its compliance with applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2018/19.

We also read the other information contained in the pension fund annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the pension fund financial statements. The other information consists only of:

- ◆ **Chairman's Report**
- ◆ **Fund Governance Report**
- ◆ **Fund Administration Report**
- ◆ **Investment Report**
- ◆ **LGPS Central Report**

We conducted our work in accordance with Auditor Guidance Note 07 — Auditor Reporting, issued by the National Audit Office. Our report on the administering authority's full annual statement of accounts describes the basis of our opinion[s] on those financial statements.

Suresh Patel

Suresh Patel (Key Audit Partner)

Ernst & Young LLP (Local Auditor) London

Date: 30 October 2019



Supporting information



Glossary of Terms

Actuarial valuation

A valuation carried out by an actuary to check what a pension scheme's assets are worth versus its future liabilities. This is then used to work out how much contributions must be so there will be enough money in the scheme for all people to get their pensions.

Actuarial strain

This is a charge paid to the Pension Fund for paying pensions early.

Additional voluntary contributions (AVCs)

This is an extra contribution a member can pay to their own pension scheme to increase future pension benefits.

Alternative investments

Investments considered outside of the traditional asset classes of stocks, bonds and cash.

Benchmarks

These are investment performance standards that we expect our investment managers to achieve and against which we measure their investment return.

Bid-market price

The price a buyer pays for a stock.

Bond

A bond is a written promise to repay a debt at an agreed time and to pay an agreed rate of interest on that debt.

Collateral holdings

Assets pledged to a lender until the loan is repaid. If the borrower does not pay off the loan, the lender has the legal right to seize the asset and sell it to pay off the loan.

Corporate governance

The systems by which companies are directed and controlled.

Derivatives

Investments that derive their value from underlying assets such as currencies or are linked to indices such as a stock market index.

Equities

Stocks representing ownership interest in companies.

Financial instrument

A contract between two parties that involves a monetary exchange for some type of debt or asset.

Fixed-interest investments

Where you loan money to a government or individual company for a fixed rate of income.

Hedge funds

A portfolio of investments that use advanced investment strategies with the goal of generating high returns.

Index-linked securities

Investments in stock where the rate of interest and capital value are linked to the rate of inflation.

Investment management expenses

All expenses relating to managing the Fund's investments.

Investment managers

Firms we appoint to deal with the Fund's investments on a day-to-day basis.

Local Pensions Board

The board assists and supports the management and governance of the Pension Fund in complying with the LGPS and other legal and regulatory requirements.

Pensions Committee

A committee formed under the constitution of the County Council to deal specifically with pension's administration and investment.

Pensions Panel

An independent panel we set up to provide advice on investments and to report to the Pensions Committee.

Pooled investment vehicles

A fund that combines the resources or capital from a number of investors and pursues a clearly defined investment plan.

Private debt

Loans to private companies from lenders other than banks, often to small or medium sized companies to expand or manage their operations.

Private equity

Ownership in a company that is not publicly-traded.

Property

All buildings and land that the Fund owns including pooled property funds.

Refunds of contributions

2008 Scheme: The amount employees will receive if they stop their pensionable employment within the first three months of working for us.

2014 Scheme: The amount employees will receive if they stop their pensionable employment within the first two years of working for us.

Responsible Investment

Investments which take into consideration environmental, social and governance factors as well as financial factors.

Stock lending

The act of loaning securities to another investor in return for a fee. When a security is loaned the ownership is also transferred to the borrower.

Transfer values

The value of a pension scheme members benefits available to buy benefits in another scheme.

Withholding tax

A tax on dividend income that is charged at source. Some of this may be recoverable and some may not.



How to Contact Us

If you have any questions or need more information about our Pension Fund, please contact the relevant person below.

Investment and Fund Governance

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Benefits, Contributions and Pensions Payroll

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Simon Jackson - Pensions Manager

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Payroll

Phone: 01785 278222 (option 2)

E-mail: pensions.enquiries@staffordshire.gov.uk

Or, you can write to us at:

Staffordshire Pension Fund
Staffordshire County Council
2 Staffordshire Place
Tipping Street
Stafford ST16 2DH.

You can also visit our website at:

www.staffspf.org.uk

If you would like this information in large print, in Braille, on audio tape or CD, in British Sign Language or in any other language, please ring 01785 276070.



Appendix 1

List of participating Employers at 31 March 2019

Employer Name	Employee Contributions	Employer Contributions
Academy Enterprise Trust - Anglesey	£37,526.80	£150,450.62
Academy Enterprise Trust - Belgrave High	£23,052.04	£86,233.65
Academy Enterprise Trust - Rawlet	£34,641.37	£134,088.88
All Saints Catholic Collegiate - Our Lady's Academy	£17,882.01	£72,877.51
All Saints Catholic Collegiate - St. Augustine's Academy	£16,850.96	£68,239.52
All Saints Catholic Collegiate - St. Gregory's Academy	£37,079.29	£144,640.52
All Saints Catholic Collegiate - St. Maria Goretti Academy	£18,011.66	£74,320.62
All Saints Catholic Collegiate - St. Thomas Moore Academy	£38,204.95	£225,679.61
Alleyne's High School	£27,452.86	£102,697.85
Alpha Academies Trust - Maple Court Primary	£27,584.00	£112,296.04
Alpha Academies Trust - Sneyd Academy	£6,248.33	£25,767.33
Alpha Academies Trust - The Discovery Academy	£79,292.42	£295,044.56
Alpha Academies Trust - The Excel Academy	£40,750.59	£161,209.46
Alpha Academies Trust LTD Studio School	£34,967.95	£116,396.73
Belgrave Academy (not part of the St Barts MAT)	£45,369.67	£168,594.48
Birds Bush Community School	£10,637.23	£42,621.01
Burton and South Derbyshire Education Trust - King Fisher Academy	£10,196.56	£41,074.60
Carmountside Academy	£19,749.90	£79,463.30
Central Co-operative Learning Trust - Grange Infants	£14,236.44	£55,418.45
Central Co-operative Learning Trust - John of Rolleston Primary School	£21,538.13	£82,194.71
Central Co-operative Learning Trust - Outwoods Primary School	£30,433.55	£122,989.42
Central Co-operative Learning Trust - William Shrewsbury Primary School	£40,579.69	£163,555.68
Cheslyn Hay Academy	£17,115.99	£65,722.70
Christ The King Catholic Collegiate - Our Lady & St Werburghs	£6,969.81	£29,405.79
Christ The King Catholic Collegiate - St John Fisher Catholic College	£52,888.14	£202,567.19
Christ The King Catholic Collegiate - St Mary's Catholic Primary School	£20,722.84	£83,190.63
Christ The King Catholic Collegiate - St Teresa's Catholic Primary	£17,847.11	£73,745.45
Christ The King Catholic Collegiate - St Thomas Aquinas Catholic Primary School	£14,478.57	£59,561.70
Christ The King Catholic Collegiate - St Wulstan's Catholic Primary	£27,562.04	£114,818.19
City Learning Trust - Haywood Engineering College	£70,150.98	£249,304.29
City Learning Trust - Mill Hill Primary	£26,897.68	£107,128.88
City Learning Trust - Smallthorne Primary Academy	£14,855.94	£61,423.98
City Learning Trust -Trentham Academy	£27,349.49	£108,500.23
Codsall MAT - Birches First School	£15,019.29	£60,637.85
Codsall MAT - Codsall Middle School	£26,220.70	£104,404.59
Codsall MAT - St. Nicholas CE(VC) First School, Codsall	£21,463.46	£86,550.74
Collective Vision Trust - Chesterton Community Sports College	£37,458.24	£142,263.28

Employer Name	Employee Contributions	Employer Contributions
Collective Vision Trust - Chesterton Primary School	£17,023.02	£67,246.98
Collective Vision Trust - Churchfield Primary	£16,340.27	£64,894.10
Collective Vision Trust - Crackley Bank Primary School	£15,332.39	£61,115.09
Community Academies Trust - Stoneydelph Primary	£10,755.48	£41,006.60
Community Academies Trust - The Chadsmead Academy	£18,402.01	£74,823.18
Community Academies Trust - Wilnecote	£37,523.82	£145,919.61
Congleton Multi Academy Trust - Castle Primary	£5,526.32	£22,850.50
Co-operative Academy	£72,207.92	£261,678.06
Creative Education Academies - Harpfield	£12,081.70	£47,414.81
Creative Education Academies - The Hart School	£58,039.03	£221,026.82
Creative Education Academies - Thistley Hough Academy	£32,599.48	£119,646.19
Creative Education Academies - Three Peaks Academy	£18,490.86	£74,011.42
Creative Learning Partnership - Hempstall's Primary School	£43,647.54	£172,439.64
Creative Learning Partnership - Parkside	£25,784.42	£103,790.88
Creative Learning Partnership - Thursfield Primary	£19,453.35	£50,679.75
De Ferrers Academy	£118,833.29	£434,399.11
De Ferrers Academy - Eton Park	£18,529.13	£74,912.47
De Ferrers Academy - Horninglow	£18,753.39	£75,936.73
De Ferrers Academy - Lansdowne	£16,106.97	£65,482.41
De Ferrers Academy - Richard Wakefield	£8,049.63	£32,597.55
Education Central Multi Academy Trust - Featherstone Academy	£15,951.75	£65,206.20
Education Central Multi Academy Trust - Pye Green Academy	£20,702.98	£82,798.35
Endeavor Academy Trust - Cherry Trees	£15,099.24	£61,294.23
Endeavor Academy Trust - Wightwick Hall School	£25,636.98	£99,244.11
Esprit Multi Academy Trust - Grove Junior	£28,251.09	£115,656.27
Esprit Multi Academy Trust - Hamilton Infants	£17,237.16	£70,541.26
Esprit Multi Academy Trust - Northwood Broom	£28,141.01	£110,056.13
Esteem MAT - Fountains High School	£37,650.37	£146,819.52
Esteem MAT - Fountains Primary School	£27,461.99	£110,637.24
Fierte MAT - Anker Moor Primary School	£13,125.32	£36,173.63
Fierte MAT - Dosthill Primary Academy	£27,153.44	£106,871.65
Fierte MAT - Glascote Heath Academy	£18,088.68	£72,489.01
Fierte MAT - The Violet Way Academy	£26,476.84	£99,010.07
Friarswood Co-op Academy	£3,815.12	£15,426.01
Future Generation Trust - Gentleshaw Primary	£7,521.39	£27,769.12
Future Generation Trust - St Johns Primary	£35,586.64	£141,766.57
Future Generation Trust - St Peters	£13,661.46	£58,709.26
Glebe Primary School	£21,163.65	£82,776.40
Great Wyrley High	£15,447.07	£60,914.34
Holy Rosary Academy	£8,108.15	£34,433.15
Holy Trinity MAC - Blessed Mother Teresa's Catholic Primary	£10,498.07	£42,402.06
Holy Trinity MAC - Blessed William Howard Catholic High School	£30,307.70	£114,991.45
Holy Trinity MAC - St. Mary's Catholic Primary	£7,905.39	£31,851.29
Holy Trinity MAC - St. Patrick's Catholic Primary	£10,952.90	£43,947.44
Holy Trinity MAC - St. Anne's Catholic Primary	£9,715.61	£38,995.46
Holy Trinity MAC - St. Austin's Catholic Primary	£10,175.89	£41,299.49
Holy Trinity MAC - St. Dominic's Catholic Primary	£10,069.54	£40,907.15



Employer Name	Employee Contributions	Employer Contributions
Holy Trinity MAC - St.John's Catholic Primary	£3,897.46	£17,242.28
Inspirational Learning Academies Trust - Newstead Primary	£26,933.08	£101,368.12
Inspirational Learning Academies Trust - Norton Le Moors Primary Academy	£14,010.85	£47,633.37
Inspirational Learning Academies Trust - Whitfield Valley Primary Academy	£31,409.69	£90,838.21
Invictus Trust - Kinver High School	£18,166.65	£74,071.23
Invictus Trust - Ounsdale High School	£28,255.03	£111,455.78
JCB Academy	£61,884.47	£184,083.34
John Taylor Multi Academy Trust - All Saints CofE (Rangemore)	£1,527.51	£6,427.38
John Taylor Multi Academy Trust - John Taylor Academy	£74,905.08	£275,265.13
John Taylor Multi Academy Trust - John Taylor Free School	£4,338.04	£16,867.73
John Taylor Multi Academy Trust - Kingsmead School Academy	£43,886.95	£172,331.87
John Taylor Multi Academy Trust - Needwood CofE VA Primary	£1,371.75	£5,612.21
John Taylor Multi Academy Trust - Rykneld Primary School	£18,775.71	£78,464.39
John Taylor Multi Academy Trust - Shobnall Primary School	£11,823.93	£47,446.57
John Taylor Multi Academy Trust - Thomas Russell Infants	£7,175.76	£29,858.50
John Taylor Multi Academy Trust - Winshill Village Primary	£14,203.85	£57,659.70
John Taylor Multi Academy Trust - Yoxall St Peters	£9,691.40	£39,033.21
Landau Forte Academy Trust - Greenacres	£24,782.89	£94,161.91
Landau Forte Academy Trust - QUEMS	£47,786.33	£185,305.34
Landau Forte Academy Trust - Woodhouse Academy/Post 16	£68,448.09	£244,589.70
Lichfield Diocese/Woodard Academy	£55,080.44	£212,328.91
Manor Hall Academy Trust - Cicely Haughton Academy	£36,429.07	£132,085.71
Manor Hall Academy Trust - Loxley Hall Academy	£62,089.12	£210,009.10
Manor Hall Academy Trust - Merryfields School	£37,290.51	£142,405.69
Manor Hall Academy Trust - Rocklands School	£41,413.95	£166,722.82
Manor Hall Academy Trust - Springfield Community Special School	£27,189.10	£106,196.63
Manor Hall Academy Trust - The Meadows Special School	£39,895.25	£156,852.48
Mercia Primary Academy Trust - Flax Hill Academy	£13,621.18	£53,609.91
Mercia Primary Academy Trust - Lakeside	£11,125.10	£44,002.79
Mercia Primary Academy Trust - Lark Hall Academy	£11,713.99	£43,125.49
Mid Trent Academy Trust - Colwich CE Primary	£8,508.95	£34,646.08
Mid Trent Academy Trust - St Andrews CE Primary	£6,693.24	£28,010.52
Mid Trent Academy Trust - St Peters CE Primary	£5,757.21	£24,194.63
Moorlands Primary Federation - Bishop Rawle	£5,232.71	£21,500.04
Moorlands Primary Federation - Dilhorne	£10,290.85	£38,432.61
Moorlands Primary Federation - Great Wood School	£2,653.92	£10,958.48
Moorlands Primary Federation - St Werbergh's	£7,492.02	£30,542.62
Moorlands Primary Federation - Valley Primary	£3,705.85	£15,236.48
Newman Catholic Collegiate - Our Lady & St. Benedict Catholic	£13,829.27	£57,207.60
Newman Catholic Collegiate - Our Lady of Grace	£7,857.46	£31,507.42
Newman Catholic Collegiate - St. George & St. Martin's Catholic	£17,241.50	£70,525.00
Newman Catholic Collegiate - St. John Evangelist Catholic Primary School	£13,668.56	£56,023.86
Newman Catholic Collegiate - St. Joseph Catholic Primary School	£11,794.25	£48,730.19
Newman Catholic Collegiate - St. Margaret Ward	£60,290.55	£239,407.98
Newman Catholic Collegiate - St. Mary's Catholic Primary School	£15,766.25	£65,223.04

Employer Name	Employee Contributions	Employer Contributions
Newman Catholic Collegiate - St. Peters Primary School	£14,534.63	£59,407.03
Newman Catholic Collegiate - St. Wilfrid's Catholic Primary School	£22,408.42	£91,822.12
Ormiston - Meridian Academy	£53,672.73	£210,753.37
Ormiston - Packmoor	£30,260.37	£121,639.75
Ormiston - Sir Stanley Matthews Academy	£79,415.80	£295,916.39
Ormiston - The Ormiston Horizon Academy	£59,113.81	£224,549.26
Penk Valley Academy Trust - Marshbrook First	£13,476.04	£55,922.15
Penk Valley Academy Trust - Penkridge Middle	£12,163.28	£50,471.68
Penk Valley Academy Trust - Princefield First	£14,572.15	£60,010.81
Penk Valley Academy Trust - St Johns CofE	£5,472.29	£22,348.46
Penk Valley Academy Trust - Wolgarston	£32,949.22	£124,832.20
Queen Elizabeth Grammar School MAT - Waterhouses Primary	£9,673.08	£38,999.72
REACH2 - Five Spires Academy	£7,828.27	£29,685.95
REACH2 - Heath Hayes Primary School	£12,996.55	£52,581.76
REACH2 - Henhurst Ridge	£2,601.54	£9,586.56
REACH2 - Norton Canes Community Primary School	£19,496.45	£79,000.04
REACH2 - Scientia Academy	£17,713.38	£51,555.81
REACH2 - Silkmore Academy	£23,673.77	£85,373.31
REACH2 - Springhill	£15,533.51	£51,794.18
REACH2 - Veritas Academy	£18,997.35	£55,393.30
Redbrook Hayes Primary	£2,982.57	£12,255.60
Sandon Primary Academy	£25,108.75	£99,080.38
Sir Graham Balfour MAT - Sir Graham Balfour	£38,881.43	£145,647.73
Societas MAT - Ash Green Primary Academy	£28,575.11	£117,641.93
Societas MAT - Ellison Primary School	£30,531.17	£110,973.34
Societas MAT - Gladstone Primary	£37,421.13	£151,986.24
Societas MAT - Goldenhill Primary Academy	£15,380.33	£63,169.22
Societas MAT - Summerbank Primary	£33,346.96	£134,735.66
South East Stafford MAT - Barnfields Primary School	£23,875.49	£91,940.80
South East Stafford MAT - Leasowes Infant and Junior	£18,904.90	£77,106.34
St Bartholomew's CE MAT - St Benedict Biscop CE Primary	£7,755.53	£32,229.92
St Barts MAT - Hazel Slade Primary	£8,196.73	£32,355.21
St Barts MAT - Kingsland CE Academy	£32,593.95	£130,528.88
St Barts MAT - Knutton, St Mary's CE(VC) Primary School	£14,215.94	£56,449.17
St Barts MAT - Longford Primary	£14,194.77	£58,053.49
St Barts MAT - Meir Heath Primary	£12,135.81	£49,939.87
St Barts MAT - Park Hall	£25,605.78	£104,861.51
St Barts MAT - St Nathaniels Academy	£34,563.05	£138,157.65
St Barts MAT - St Saviours CE Academy	£11,693.33	£47,178.17
St Barts MAT - Weston Infant Academy	£13,275.83	£54,720.14
St Chads Academy Trust - Bishop Lonsdale CofE Primary	£11,106.95	£45,568.40
St Chads Academy Trust - Christ Church CE Primary	£5,651.96	£22,893.38
St Chads Academy Trust - Churchfields Primary	£14,744.21	£61,729.59
St Chads Academy Trust - Havergal Primary Academy	£8,077.65	£32,706.01
St Chads Academy Trust - St James CofE Primary	£6,412.41	£26,889.45
St Chads Academy Trust - St Johns Primary	£20,917.71	£83,389.07
St Chads Academy Trust - St Matthews Primary	£4,327.14	£16,752.52



Employer Name	Employee Contributions	Employer Contributions
St Chads Academy Trust - St. Peter's CE(VC) Primary School, Stonnal	£7,972.50	£32,040.29
St Chads Academy Trust - Stoke Minster Primary	£27,112.30	£110,814.69
St Edwards	£30,741.03	£116,948.57
St Giles and St George Academy	£23,219.69	£89,753.79
St Marys CofE Primary School	£33,904.53	£133,595.80
St Ralph Sherwin Catholic MAT - Blessed Robert Sutton Academy	£18,636.21	£73,178.58
St. Joseph's College Edmund Rice Academy	£50,036.00	£195,392.13
Staffordshire University MAT - All Saints	£3,196.10	£12,977.56
Staffordshire University MAT - Boney Hay Primary	£9,838.90	£40,123.49
Staffordshire University MAT - Charnwood	£11,881.76	£54,678.59
Staffordshire University MAT - Horton St Michaels	£3,519.56	£13,863.78
Staffordshire University MAT - John Wheeldon Academy	£20,893.03	£85,986.40
Staffordshire University MAT - Littleton Green Community Primary	£17,360.57	£65,036.81
Staffordshire University MAT - Moorgate Primary Academy	£17,941.06	£70,603.99
Staffordshire University MAT - Perton Sandown First School	£18,214.43	£75,230.72
Staffordshire University MAT - St Augustine	£2,539.38	£10,314.68
Staffordshire University MAT - St Edwards First	£8,873.04	£37,378.54
Staffordshire University MAT - St Lukes Primary	£9,124.38	£37,915.01
Staffordshire University MAT - St Peters	£3,503.63	£13,685.03
Staffordshire University MAT - Staffordshire University Academy	£63,314.79	£222,349.26
Staffordshire University MAT - Tynsel Parkes First	£6,398.35	£26,782.40
Stephen Sutton MAT - Chase Terrace Tec College	£47,817.58	£180,401.11
Talentum - Churnet View	£25,228.56	£95,120.65
Talentum - Leek High School	£14,882.69	£59,202.45
Talentum - Westwood College	£32,785.98	£124,669.33
The Academy Transformation Trust - Star Academy	£14,613.63	£59,624.83
The Academy Transformation Trust - Sun Academy	£11,240.54	£45,650.40
The Arthur Terry Learning Partnership - Nether Stowe School	£9,952.22	£39,826.22
The Arthur Terry Learning Partnership - Scotch Orchard Primary School	£9,743.10	£39,455.27
The Arthur Terry Learning Partnership - Two Gates Primary	£5,744.77	£23,712.48
The Arthur Terry Learning Partnership - William MacGregor Primary	£7,391.28	£29,351.91
The Biddulph Academy	£47,718.32	£184,892.18
The Cannock Chase Academy	£39,532.53	£149,917.48
The Cheadle Academy	£20,098.53	£75,436.00
The Crescent Academy	£51,500.64	£203,603.45
The Eaton Park Academy	£42,694.31	£161,534.13
The Erasmus Darwin Academy	£54,498.90	£201,531.78
The Key Educational Trust - Oulton CE	£3,334.07	£13,717.66
The Key Educational Trust - The Christchurch Academy	£20,600.97	£78,322.45
The Key Educational Trust - Christ Church First School	£8,332.18	£32,293.60
The Learning Village Academy Trust - Greenways Primary	£13,373.80	£54,040.73
The Learning Village Academy Trust - Milton Primary Academy	£23,749.00	£96,136.55
The Lighthouse Trust - Newford Primary Academy	£32,768.59	£131,571.02
The Mosely Academy	£5,818.99	£24,062.53
The New Guild Trust - Alexandra Infants	£8,894.05	£36,274.02
The New Guild Trust - Alexandra Junior	£11,515.97	£48,174.04

Employer Name	Employee Contributions	Employer Contributions
The New Guild Trust - Jackfield Infants	£14,863.80	£60,263.15
The New Guild Trust - Moorpark Junior	£14,271.24	£58,513.71
The Painsley Catholic College	£76,156.60	£284,768.81
The Painsley Catholic College - Faber	£4,376.08	£17,739.43
The Painsley Catholic College - St Filumenas	£10,754.80	£43,508.44
The Painsley Catholic College - St Giles	£11,026.51	£41,954.71
The Painsley Catholic College - St Josephs	£14,370.28	£57,438.67
The Painsley Catholic College - St Mary's	£13,642.62	£55,328.67
The Painsley Catholic College - St Thomas	£12,219.52	£54,467.91
The Praxis - Hollinsclough Primary School	£1,383.55	£6,458.90
The Praxis Trust - Bursley Academy	£12,687.15	£50,829.39
The Praxis Trust - Manifold Primary School	£3,411.25	£14,396.44
The Rural Enterprise Academy	£7,851.20	£26,455.42
The Shaw Trust - Blackfriars Academy	£105,675.71	£403,322.50
The Shaw Trust - Madeley High School	£27,364.77	£105,927.38
The Shaw Trust - Meadows Primary	£4,180.67	£17,634.92
The Shaw Trust - Saxon Hill Academy	£64,665.83	£248,616.89
The Shaw Trust - Seabridge Primary	£29,608.75	£119,341.25
The Shaw Trust - The Coppice Academy	£22,416.93	£89,362.15
The Shaw Trust - Walton Hall Academy	£53,575.63	£186,994.38
The Shaw Trust - Wolstanton High School (The Shaw Trust)	£36,080.87	£137,444.67
The Small Schools Multi Academy Trust - Howard Primary Academy	£5,774.66	£22,702.25
The Small Schools Multi Academy Trust - Richard Crosse Primary Academy	£9,005.85	£36,061.14
The Small Schools Multi Academy Trust - St Mary's Primary Academy Colton	£5,489.36	£16,535.51
The Sutherland Academy	£32,739.47	£126,631.38
United Endeavor Trust - Sir Thomas Boughey High	£22,429.17	£88,151.47
United Endeavour Trust - Clayton Hall Academy	£28,530.28	£106,631.01
United Endeavour Trust - Newcastle Academy	£41,224.43	£155,763.45
United Learning Trust - Silverdale Primary Academy	£14,161.52	£57,101.41
University Of Chester Academy Trust - Maryhill Primary	£11,121.58	£41,858.14
Utttoxeter Learning Trust MAT	£147,949.57	£405,962.86
Victoria Academy Trust - Rowley Park Primary Academy	£19,031.35	£74,655.81
Walton MAT - Walton High School	£44,369.39	£170,750.12
West Stafford Multi Academy Trust - Haughton St Giles	£5,675.63	£23,411.72
West Stafford Multi Academy Trust - St Lawrence	£22,556.00	£91,029.04
West Stafford Multi Academy Trust - Woodseaves	£4,401.54	£32,488.77
Weston Junior Academy	£13,918.49	£58,357.57
Weston Road Academy	£33,511.94	£127,881.31
Woodhouse Academy	£20,128.03	£80,826.77
Burton on Trent Technical College	£256,058.02	£603,425.62
Keele University	£6,899.77	£234,866.22
Newcastle and Stafford Colleges Group	£453,494.48	£1,525,370.21
Sixth form College - Stoke on Trent	£61,581.18	£215,698.44
South Staffordshire College	£315,285.82	£1,190,352.77
Staffordshire University	£923,424.84	£4,042,476.66
Stoke on Trent College	£236,242.83	£1,047,009.53



Employer Name	Employee Contributions	Employer Contributions
Abbots Bromley Parish Council	£331.36	£1,412.72
Alrewas Parish Council	£682.82	£2,827.75
Anglesey Parish Council	£486.24	£2,068.56
Audley Parish Council	£1,335.70	£5,388.63
Biddulph Town Council	£5,144.88	£18,565.57
Billbrook Parish Council	£532.08	£2,263.92
Branston Parish Council	£841.44	£3,394.92
Brereton and Ravenhill Parish Council	£1,986.93	£7,453.58
Brewood & Coven Parish Council	£3,678.82	£14,591.68
Bridgtown Parish Council	£125.28	£533.04
Burntwood Town Council	£5,088.76	£19,078.64
Cannock Chase District Council	£646,802.43	£1,727,830.97
Cheadle Town Council	£2,866.75	£10,759.51
Cheddleton Parish Council	£472.14	£1,699.72
Cheslyn Hay Parish Council	£4,974.70	£19,437.05
Codsall Parish Council	£2,459.23	£9,272.62
Colwich Parish Council	£2,890.15	£11,000.14
Draycott in the Clay Parish Council	£358.78	£1,526.41
East Staffordshire Borough Council	£464,255.12	£1,108,720.47
Eccleshall Parish Council	£854.78	£3,489.91
Essington Parish Council	£1,467.36	£5,282.69
Forsbrook Parish Council	£545.53	£4,078.87
Fradley and Streethay Parish Council	£1,200.20	£4,841.97
Gnosall Parish Council	£2,052.47	£7,389.18
Great Wyrley Parish Council	£2,525.22	£9,532.30
Heath Hayes & Wimblebury Parish Council	£1,127.52	£4,548.96
Hednesford Town Council	£3,031.63	£11,666.70
Horninglow and Eaton Parish Council	£678.24	£2,897.97
Kidsgrove Town Council	£1,795.11	£6,556.95
Kinver Parish Council	£4,471.38	£17,428.82
Lapley, Stretton & Wheaton Aston PC	£1,291.44	£5,250.19
Leek Town Council	£1,994.18	£7,175.31
Lichfield City Council	£19,258.61	£71,258.83
Lichfield District Council	£484,826.15	£1,187,648.54
Newcastle Under Lyme Borough Council	£649,443.88	£1,729,726.88
Norton Cane Parish Council	£846.00	£3,413.28
Penkridge Parish Council	£7,154.99	£26,805.83
Perton Parish Council	£6,788.37	£25,807.69
Rugeley Town Council	£6,936.84	£25,381.04
SCC Schools (Capita/Entrust)	£1,912,569.78	£7,788,420.66
SCC Schools (Dudley MBC)	£26,890.09	£98,717.62
SCC Schools (Stoke City Council)	£1,264,984.34	£5,078,494.69
Silverdale Parish Council	£447.33	£1,903.24
South Staffordshire Council	£365,133.22	£916,591.04
Stafford Borough Council	£408,458.73	£1,035,182.98
Staffordshire County Council	£6,194,868.16	£15,112,822.32

Employer Name	Employee Contributions	Employer Contributions
Staffordshire Moorlands District Council	£263,012.35	£625,734.72
Stoke and Staffs Combined Fire Authority	£324,869.38	£831,109.60
Stoke City Council	£6,825,227.12	£16,632,745.41
Stone Town Council	£6,136.62	£23,384.85
Swinfen & Packington	£111.60	£474.60
Tamworth Borough Council	£532,252.39	£1,326,211.75
Tattenhill Parish Council	£180.69	£768.69
The Office of the Chief Constable Staffordshire	£2,511,819.56	£9,729,060.23
The Office of the Police and Crime Commissioner Staffordshire	£69,895.12	£140,433.88
Tutbury Parish Council	£1,761.71	£3,233.07
Unitas	£701,171.85	£1,897,235.40
Uttoxeter Town Council	£7,881.24	£29,648.89
Wombourne Parish Council	£796.81	£3,374.37
ABM Catering Ltd - Kingfisher	£633.12	£2,636.16
Accord Housing Association	£86,902.71	£314,874.11
Alliance Enviro - Staffs Moorland	£47,679.93	£132,780.16
Alliance in Partnership Ltd - Seabridge	£985.04	£4,513.31
Alliance in Partnership Ltd - St.Giles	£417.73	£1,913.83
Alliance In Partnership Ltd Endon	£716.10	£2,695.12
Alliance In Partnership Ltd Marshland	£297.09	£1,118.17
Alliance in Partnership Ltd Norton Canes	£1,106.76	£4,165.39
Alliance In Partneship Ltd - Hugo Meynell	£661.12	£2,488.23
Alliance In Partneship Ltd - Langdale	£1,359.45	£5,116.48
Alliance In Partneship Ltd - Sir John Offley	£658.82	£2,479.61
Alliance In Partneship Ltd Hempstalls	£1,207.10	£5,530.70
Alliance In Partneship Ltd Thursfield Primary	£881.18	£4,197.74
Amey Services Ltd	£253,232.38	£757,149.61
Aspens - Blythe Bridge	£1,324.20	£6,432.81
Aspens - Churnet View	£1,711.33	£6,310.21
Aspens - Horton Lodge Special School	£971.48	£3,656.36
Aspens - Leek High	£1,497.19	£6,036.25
Aspens - Madeley High School	£539.90	£2,246.23
Aspens - Sir Graham Balfour	£660.82	£2,999.18
Aspens - St.Edwards Academy	£1,086.09	£3,288.06
Aspens - The Hart School	£1,312.33	£2,916.25
Aspens - Uttoxeter Trust	£393.77	£1,867.32
Aspens - Westwood College	£2,043.88	£8,477.99
Aspens Services - Cannock Chase High	£608.71	£2,505.96
Aspens Services - Excel Academy	£1,492.25	£5,779.33
Aspens Services - Great Wyrley	£3,780.55	£13,931.44
Aspens Services Ltd	£356.96	£1,416.77
Aspens Services Ltd - The Shaw Academy Trust	£1,624.30	£6,741.08
Aspire Housing	£244,425.25	£1,110,299.07
Biffa	£18,655.78	£69,573.14
Boeing	£84,523.37	£275,902.60
Bromford Housing	£0.00	£132.35



Employer Name	Employee Contributions	Employer Contributions
Busy Bee Catering Services - CET	£2,602.66	£10,410.76
Catch 22	£785.09	£2,969.05
Catering Academy Ltd UCAT	£2,108.32	£8,861.04
Caterlink - De Ferrers Trust	£764.60	£3,035.80
Central Borders Housing Group	£260,730.85	£1,237,988.47
Chartwells	£289,132.04	£931,469.24
Chartwells - Christ The King	£111.09	£365.63
Chartwells - Glebe Primary School	£377.66	£1,352.83
Chartwells - Gorsemoor	£155.56	£646.30
Chartwells - Hazel Slade	£597.10	£2,486.52
Chartwells - Horninglow	£227.95	£1,252.53
Chartwells - JCB	£2,071.15	£9,065.06
Chartwells - Kingsmead School	£2,903.44	£11,714.69
Chartwells - Moorgate Primary Academy	£58.53	£243.82
Chartwells - Nether Stowe School	£1,262.29	£4,892.35
Chartwells - St Mary's	£1,652.24	£7,610.22
Chartwells - St.John's Primary School	£424.66	£1,397.63
Chartwells - St.Matthews Academy	£310.91	£1,031.00
Chartwells - UET Clayton Hall	£3,044.60	£13,722.34
Chartwells - UET Newcastle	£1,690.04	£7,610.46
Choices Housing Association	£515.75	£2,042.60
Churchill Services - United Endeavour Trust	£6,855.56	£34,397.13
Cleantec Services Ltd - AET	£1,425.95	£6,583.85
Community Council of Staffordshire	£2,732.45	£10,597.63
Entrust	£556,421.56	£1,465,788.37
Fidelis - Two Rivers	£865.64	£3,257.80
Freedom Leisure - Lichfield	£49,413.59	£225,198.04
Freedom Leisure - Stafford Borough Council	£98,807.25	£422,526.78
KGB New Castle College	£2,979.66	£3,182.99
Kier - OPCC	£12,085.76	£51,594.38
Kier Facilities Services Limited	£1,213.50	£4,897.36
Landscape Group Ltd	£1,068.19	£3,945.08
Lichfield Garrick Academy	£1,051.84	£4,461.28
Lovell's Partnership	£148.16	£167.72
Make Some Noise	£2,482.08	£8,613.96
Mellors - Academies Enterprise Trust	£6,474.65	£37,492.72
Mellors - Burton	£6,431.62	£23,398.23
Mellors - Grange Infants	£279.07	£5,209.38
Mellors - Holy Trinity Primary	£188.37	£790.41
Mellors - Shobnall Primary	£552.89	£2,080.72
Mellors - Thomas Russell Infants	£1,165.19	£5,126.98
Mellors - Thomas Russell Jr	£1,110.82	£4,625.09
Mellors - Victoria Community School	£2,307.11	£8,683.01
Midland Heart Ltd	£8,335.27	£34,952.09
Millbrook Healthcare Ltd	£771.45	£2,456.85
Moorland Contract Cleaning - Silverdale	£511.20	£2,342.09

Employer Name	Employee Contributions	Employer Contributions
North Gate (Lichfield)	£597.63	£2,534.74
North Gate (Moorlands)	£5,316.60	£24,102.30
North Staffs Combined Health Care	£3,238.75	£37,190.76
North Staffs Combined Healthcare Trust	£4,467.14	£19,827.87
Northgate IS Ltd	£4,009.32	£17,763.87
RM Education Ltd - Ormiston Horizon	£689.60	£1,920.30
RM Education Ltd - Sir Stanley Matthews	£689.60	£1,920.30
RM Education Ltd - St.Peter's	£1,838.21	£5,118.78
RM Education Ltd - Thistley Hough	£551.68	£1,536.24
Service Master - Oaklands Nursery	£211.44	£881.43
Service Master - St.Giles & St.Georges	£724.85	£3,321.54
Service Master - The College Academies Trust	£1,738.02	£7,898.91
Servicemaster - Eaton Park Academy	£773.05	£3,682.55
ServiceMaster Mercia - Charnwood	£322.78	£1,215.51
ServiceMaster Mercia - Woodlands	£937.86	£3,530.52
Silvertree Cleaning	£845.72	£3,383.06
South Staffordshire Housing Association	£31,492.21	£86,024.04
South Staffs and Shrops Health Care	£20,137.80	£83,298.61
St Thomas More Catholic Academy	£3,581.25	£15,887.68
Stafford and Rural Homes	£201,086.58	£505,837.65
Staffs & Stoke Partnership Trust	£393,982.67	£1,232,324.98
Superclean Services Wothorpe Ltd	£232.69	£968.88
T(n)S Catering - Rowley Park	£934.03	£4,240.38
Taylor Shaw - Pye Green Academy	£225.32	£1,032.40
Tiny Toez	£7,517.32	£29,785.49
Veolia	£20,558.71	£66,058.25
Wates	£1,052.76	£5,372.76
Wates Housing Repairs	£9,001.70	£37,153.57
Wigan Leisure and Culture Trust	£41,648.09	£163,611.54

