



Agenda for a meeting of the West Yorkshire Pension Fund Pension Board to be held on Tuesday, 13 September 2022 at 10.00 am in WYPF, Aldermanbury House, Godwin Street, Bradford

Members of the Committee

| Employer Representatives | Member Representatives |
|--|-------------------------------------|
| Councillor S Lal (Chair) – Bradford | Mr M Binks – Unison |
| Councillor L Martin– Leeds | Mr Isaac Dziya - Unison |
| Councillor L Malkin - Wakefield | Mr A Jones – Unite the Union |
| Mr B Petty - Employer | Mr P Charlton - GMB |

Notes:

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
- The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present who are invited to make spoken contributions to the meeting should be aware that they may be filmed or sound recorded.
- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.

From:

Bryn Roberts

Interim Director Legal and Governance

Agenda Contact: Jane Lythgow/Su booth

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To:

A. PROCEDURAL ITEMS

1. DISCLOSURES OF INTEREST

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

Notes:

- (1) *Members must consider their interests, and act according to the following:*

| Type of Interest | You must: |
|---|---|
| <i>Disclosable Pecuniary Interests</i> | <i>Disclose the interest; not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i> |
| <i>Other Registrable Interests (Directly Related)</i> OR <i>Non-Registrable Interests (Directly Related)</i> | <i>Disclose the interest; speak on the item <u>only</u> if the public are also allowed to speak but otherwise not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i> |
| <i>Other Registrable Interests (Affects)</i> OR <i>Non-Registrable Interests (Affects)</i> | <i>Disclose the interest; remain in the meeting participate and vote <u>unless</u> the matter affects the financial interest or well-being (a) to a greater extent than it affects the financial interests of a majority of inhabitants of the affected ward, and (b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest; in which case speak on the item <u>only</u> if the public are also allowed to speak but otherwise not do not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i> |

- (2) *Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (3) *Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (4) *Officers must disclose interests in accordance with Council Standing Order 44.*

2. MINUTES

Recommended –

That the minutes of the meeting held on 28 June 2022 be signed as a correct record (previously circulated).

(Jane Lythgow/Su Booth – 01274 432270/07814 073884)

3. INSPECTION OF REPORTS AND BACKGROUND PAPERS

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Jane Lythgow/Su Booth - 01274 432270/07814 073884)

B. BUSINESS ITEMS

4. DRAFT JAG MINUTES FROM THE MEETING HELD ON 28 JULY 2022

1 - 12

The report of the Director, West Yorkshire Pension Fund, (**Document “J”**) reminds Members that the role of The Pension Board, as defined by sections 5(1) and (2) of the Public Service Pensions Act 2013 is to

assist the Council as Scheme Manager in ensuring the effective and efficient governance and administration of the Local Government Pension Scheme (LGPS) including securing compliance with the LGPS regulations and any other legislation relating to the governance and administration of the LGPS; securing compliance with the requirements imposed in relation to the LGPS by the Pensions Regulator; and any other such matters as the LGPS regulations may specify.

The Draft minutes of meeting of WYPF Joint Advisory Group are submitted to the Pension Board to enable the Board to ensure effective and efficient governance and administration of the LGPS.

Recommendation

That the Board review the minutes from the meeting.

(Rodney Barton – 01274 432317)

5. McCLOUD - EFFECTS ON LOCAL GOVERNMENT 13 - 16

The report of the Director, West Yorkshire Pension Fund (**Document K**) will be submitted to the Board to provide details of the work undertaken in anticipation of the regulations being made in light of the McCloud remedy. This follows the release, in July 2020 of the government's long awaited consultation on applying the remedy to address the age discrimination inherent in the transitional protections that were adopted by the public service scheme in 2014.

Recommended –

That the report be noted.

(Caroline Blackburn – 01274 434523)

6. FROZEN REFUNDS 17 - 22

The report of the Director, West Yorkshire Pension Fund (**Document "L"**) will be submitted to the Board to provide Members with an update on the work being done by the pension fund to deal with members who have left the pension scheme with an entitlement to a refund that they have not claimed, referred to as a frozen refund.

Recommended –

That the report be noted.

(Grace Kitchen – 01274 434266)

7. WYPF FINANCE REPORT 23 - 234

The report of the Director, West Yorkshire Pension Fund (**Document**

“M”) will be submitted to the Board and presents details of the WYPF 2021/22 financial outturn, financial and service performance and the draft 2021/22 annual report and accounts (WYPF accounts).

The Local Government Pension Scheme Regulations 2013 (LGPS Reg 2013), Regulation 57 specifies that ‘an annual report must be prepared each year ending 31 March and must be published by 1st December following the year end’.

Recommended –

A. That the annual report and account be noted and Members may suggest any improvements.

B. That WYPF’s financial and service performance be noted.

(Ola Ajala – 01274 434534)

8. WYPF INTERNAL AUDIT PLAN 2022/23 AND FIVE-YEAR PLAN 2022/23 - 2026/27 235 - 242

The report of the Director, West Yorkshire Pension Fund (**Document “N”**) will be submitted to the Board and presents the latest five-year internal audit plan for WYPF. The plan is reviewed annually between WYPF and CBMDC internal audit by carrying out a detailed assessment of WYPF business activities, pensions and investment regulatory compliance environments, service developments and risk management.

Recommended –

That the report be noted.

(Ola Ajala – 01274 434534)

9. WYPF PRODUCTION OF ANNUAL BENEFIT STATEMENTS (ABS) FOR MEMBERS IN 2022 243 - 254

The report of the Director, West Yorkshire Pension Fund (**Document “O”**) will be submitted to the Board to provide an update to Board Members of WYPF on the production project 2022, of annual benefit statement (ABS) for all members entitled to receive an ABS for the calendar year 2022.

Local government pension schemes (LGPS) funds are required to provide active, deferred, deferred pensioners and

credit members with an annual benefit statement, within five months of the fund's scheme year end of 31 March, therefore a deadline of 31 August 2022.

Recommended –

That the report be considered and noted.

(Ola Ajala – 01274 434534)

10. **LOCAL GOVERNMENT PENSION SCHEME REGULATIONS UPDATE** 255 - 264

The report of the Director, West Yorkshire Pension Fund (**Document “P”**) will be submitted to the Board to provide an update on changes to the Local Government Pension Scheme (LGPS) 2014 and provides information on associated matters.

Recommended –

That the report be noted.

(Tracy Weaver – 01274 433571)

11. **WYPF DATA IMPROVEMENT PLAN** 265 - 280

The report of the Director, West Yorkshire Pension Fund (**Document “Q”**) will be submitted to the Board to provide Members with details of the work being carried out in order to comply with The Pension Regulator's (TPR) Code of Practice 14 and The Public Service Pensions (Record Keeping & Miscellaneous Amendments) Regulations 2014 that set out the requirements for public sector pension funds to maintain comprehensive and accurate data on their members and their member's pension contributions.

Recommended –

That the report be noted.

(Caroline Blackburn – 01274 434523)

12. **PENSIONS DASHBOARD** 281 - 286

The report of the Director, West Yorkshire Pension Fund (**Document “R”**) will be submitted to provide Members with an update on the progress of the introduction of the Pensions Dashboard.

Recommended –

That the report be noted.

(Elizabeth Boardall – 01274 432343)

13. WYPF PENSIONS ADMINISTRATION

287 -
300

The report of the Director, West Yorkshire Pension Fund (**Document “S”**) will be submitted to the Board to provide Members with an update on West Yorkshire Pension Fund’s (WYPF) pensions administration activities for the period 1 April 2022 to 30 June 2022.

Recommended –

That the report be noted.

(Yunus Gajra – 01274 432343)

14. REGISTER OF BREACHES OF LAW

301 -
310

The report of the Director, West Yorkshire Pension Fund (**Document “T”**) will be submitted to the Board to provide Members with details of entries on the register and the actions taken in accordance with the Public Service Pensions Act 2013, from April 2015 all Public Service Pension Schemes come under the remit of the Pensions Regulator.

Recommended –

That the Board note the entries and action taken on the Register of Breaches.

(Caroline Blackburn – 07790 353179)

15. EXCLUSION OF THE PUBLIC

Members are asked to consider if the **Not for Publication** Appendix to **Document “U”** relating to the West Yorkshire Pension Fund Investment Advisory Panel should be considered in the absence of the public and, if so, to approve the following recommendation: -

Recommended –

That the public be excluded from the meeting during consideration of the Not for Publication Appendix to Document “U” relating to the minutes of a West Yorkshire Pension Fund Investment Advisory Panel meeting held on 28 July 2022 because information would be disclosed which is considered to be exempt information within paragraph 3 (Financial or Business Affairs) of Schedule 12A of the Local Government Act 1972 (as amended).

It is considered that, in all the circumstances, the public interest in maintaining this exemption outweighs the public interest in disclosing this information as it is in the overriding interest of

proper administration that Members are made aware of the financial implications of any decision without prejudicing the financial position of the West Yorkshire Pension Fund.

16. **MINUTES OF THE WEST YORKSHIRE PENSION FUND INVESTMENT ADVISORY PANEL (IAP) MEETING HELD ON 28 JULY 2022** 311 - 322

The report of the Director, West Yorkshire Pension Fund (**Document “U”** containing a **Not for Publication appendix**) will be submitted to the Board and reminds Members that the role of the Pension Board, as defined by sections 5(1) and (2) of the Public Service Pensions Act 2013 is to assist the Council as Scheme Manager in ensuring the effective and efficient governance and administration of the Local Government Pension Scheme (LGPS) including securing compliance with the LGPS regulations and any other legislation relating to the governance and administration of the LGPS; securing compliance with the requirements imposed in relation to the LGPS by the Pensions Regulator; and any other such matters as the LGPS regulations may specify.

The Minutes of meeting of WYPF Investment Advisory Panel are submitted to the Pension Board to enable the Board to ensure effective and efficient governance and administration of the LGPS.

Recommended –

That the Board reviews the Not for Publication minutes/notes from the WYPF IAP meeting held on 28 July 2022, appended to Document “U”.

(Rodney Barton – 01274 432317)

Minutes of a meeting of the West Yorkshire Pension Fund Joint Advisory Group held on Thursday, 28 July 2022 in Committee Room 1 - City Hall, Bradford

Commenced 1.40 pm
Concluded 3.00 pm

Present – Members

| | |
|---|--|
| <p><u>Bradford Members</u> Councillors: Salam Thornton Winnard</p> | <p><u>Calderdale Members</u> Councillors: Hutchinson Lynn</p> |
| <p><u>Kirklees Members</u> Councillors: Crook Ramsay</p> | <p><u>Leeds Members</u> Councillors: Scopes</p> |
| <p><u>Wakefield Members</u> Councillors: Mitchell Swift</p> | <p><u>Trades Union Members</u> Tristan Chard (GMB) Andrew Goring (Unison) Liz Bailey (Unison)</p> |
| <p><u>Scheme Members</u> Mark Morris</p> | |

Apologies: Councillors Pillai, Firth, Shemilt and Nicholls

1. APPOINTMENT OF CHAIR (Standing Order 35)

Resolved –

That Councillor Thornton be appointed Chair of the West Yorkshire Pension Fund Joint Advisory Group for the municipal year 2022/2023.

Action: Interim City Solicitor

2. APPOINTMENT OF DEPUTY CHAIR (Standing Order 35)

Resolved –

That Councillor Winnard be appointed Deputy Chair of the West Yorkshire Pension Fund Joint Advisory Group for the municipal year 2022/2023.

Action: Interim City Solicitor

3. DISCLOSURES OF INTEREST

All those present who were members or beneficiaries of the West Yorkshire Pension Fund disclosed, in the interests of transparency, an interest in all relevant business under consideration.

Action: Interim City Solicitor

4. MINUTES

Resolved –

That the minutes of the meeting held on 27 January 2022 be signed as a correct record.

Action: Interim City Solicitor

5. INSPECTION OF REPORTS AND BACKGROUND PAPERS

There were no appeals submitted by the public to review decisions to restrict documents.

6. RISK MANAGEMENT REPORT

The report of the Director, West Yorkshire Pension Fund (**Document “A”**) was presented to provide Members with details relating to the identified risks which had been rated and plotted on a matrix and a risk tolerance line agreed in order to prioritise the risks.

The risk matrix measured each risk for its likelihood and impact in terms of its potential for affecting the ability of WYPF to achieve its objectives.

Members expressed concern regarding the risk identified with recruitment and retention of experienced staff. It was suggested that the structure of pay scales was an inhibitor to recruitment and retention and felt there was a disparity between the fund and private sector organisations. It was suggested that the Council be put on notice that Members were deeply concerned about the risk and if something was not done quickly to rectify the issue they would take action. It was expected that the Council should provide a thorough action plan including steps required to meet the challenges before the next meeting.

In response to questions about the likely consequences of the risk in the short

term it was explained that the fund had struggled to recruit to a number of posts despite advertising two or three times. Risks included that Key Performance Indicators may not be met. The fund provided shared services to 23 fire authorities and three Local Government Pension Funds and must report to those services on a regular basis. If performance was not met those contracts could be lost.

A risk to members through processes not completed on time or benefits paid was also a concern. Additional pressure fell on existing employees during periods of holiday or staff sickness. A lot of KPIs continued to be met but there were some that were not and shared partners focus on those indicators.

A Member questioned changes the changes to inflation rates could have on the triannual valuation of the fund which had taken place. It was explained that the valuation was taking place currently and positive results were expected. There would be no need for a revaluation but Inflation rate increases were recognised as an issue going forward. The fund was currently 100% funded and there was a need to maintain stable contributions for employers so there would be no reductions in employer contributions made.

It was questioned how much the job market and how much host authority requirements impacted on recruitment and retention issues. It was explained that there was a significant host authority issue. External consultants had reviewed pay grades and that review been accepted by Bradford Council. Issues had arisen as the Council had stated that WYPF personnel could not be paid on different grades to other Council employees. The fund was feeling the repercussions of that decision.

Comparisons had been reviewed between private and public sector organisations in the review undertaken. The Local Government Association had also compared regional pay and the results were currently being analysed. Recruitment and retention issues were faced across the whole pensions sector and it was felt that this was because there were some many issues in the pension arena currently. All funds were competing for expertise to deal with the McCloud remedy; Good Governance; Pensions Dashboard and other requirements.

Resolved –

That the report be noted.

Action: Director, West Yorkshire Pension Fund

7. PENSIONS ADMINISTRATION

The report of the Director, West Yorkshire Pension Fund (**Document “B”**) was submitted to the Group to provide details of activities relating to the administration of the fund in the preceding 6 months.

In addition to providing pensions administration for WYPF scheme members, WYPF provided a full administration service to Lincolnshire Pension Fund, the

London Borough of Hounslow and more recently the London Borough of Barnet and to 23 Fire Authorities. This included pensioner payroll (except for the London Borough of Hounslow), all member and scheme level events, reporting to statutory bodies, provision of data to external bodies such as actuaries, and local authorities for the production of the scheme accounts.

The report contained a number of appendices that broke activities down into categories.

Officers stated that most KPI's were being met despite ongoing staffing shortages which was a credit to the staff in post. Some targets, however, had been affected and a narrative was provided in relation to these. The investment in process automation would contribute to reductions in output deficit, but due to the increased number of members, the work load would be sustained.

Some hi-lights from the report were shared with Members including the member survey, employer training to ensure good quality and timely submitted data. Disputes which were low in comparison with the size of the fund, hybrid working, which had been fully implemented with a 2/3 day split between working from home and attendance in the office.

A letter that had been written to Prudential was also shared regarding the ongoing issues around service delivery, which was a national one, not just a problem for WYPF members. Two more fire authorities had come on board and annual benefit statements (ABS) had been sent out with 96.2% of active members and 99.2% of deferred members statements being dispatched on time.

Arising from a Bradford Council internal audit, the 5 recommendations made had all been implemented.

Members were then given the opportunity to ask questions or to comment. The details of which and the responses given are as below.

- From the ABS sent electronically, was there any tracking done to see if they had been accessed by members? Officers advised that a software solution to address this had been sought from Civica. There was no indication as to what data could be provided, but in the interim, Members would be encouraged to access the portal
- The improvements required from Prudential had taken a long time, what actions or recourse was available to get them on track? Officers advised that the Fund could switch providers, which was already being investigated and a report would be submitted at the next meeting.
- The number of unfilled vacancies was raised as was the rising level of sickness absence. Was this an indicator that staff were starting to succumb to the extra pressure? Officers advised that some figures related to long term absence with 1 retirement due to ill health but sickness levels still compared favourably to the Council. Vacancy information would be added onto the report at the next meeting.

Resolved –

That the report be noted.

Action: Director, West Yorkshire Pension Fund

8. WYPF FINANCE REPORT

The Director, West Yorkshire Pension Fund submitted a report (**Document “C”**) which presented the WYPF 2021/22 financial outturn, financial and service performance and the draft 2021/22 annual report and accounts (WYPF accounts). The report revealed that the Local Government Pension Scheme Regulations 2013 (LGPS Reg 2013), Regulation 57 specified that:

1. An annual report must be prepared each year ending 31 March.
2. The annual report must be published by 1st December following the year end.
3. In preparing and publishing the annual report, WYPF must have regard to guidance from the Secretary of State and use best practice.

Members referred to the recurring issue of recruitment and retention. It was noted that there was a continued underspend on staffing budgets and concern was expressed about the pressure on staff whilst work was expanding.

A Member questioned the number of employers quoted in the report as an increase of 40 since March 2021 contradicting previous information. It was confirmed that numbers do change but that figure was correct.

Members felt that the information in the report was only relevant when compared to liabilities and questioned if an interim funding update at 31 March 2022 was to be provided. It was confirmed that the update would be provided shortly.

Resolved –

That the content of the annual report, including the financial and service performance, be noted.

Action: Director, West Yorkshire Pension Fund

9. BUSINESS PLAN 2022-2027

The report of the Director, West Yorkshire Pension Fund (**Document “D”**) was submitted to the Group to provide Members with details of the 5-year Business Plan including its objectives and priorities and how these would be achieved.

The plan would be formally reviewed and approved annually in addition to ongoing monitoring and updates as necessary throughout each year.

The 5 key objectives, as set out in the plan came under the following categories:

- Governance
- Funding
- Investments
- Administration

- Communications

The report included details of developments and changes that would impact WYPF which were focused on by the Fund to put WYPF in a strong position to meet future challenges.

There were a number of key focus points included in the business plan with a detailed account of these in the business plan document (Appendix A).

Officers stated that it was the first comprehensive 5-year business plan and would be brought to JAG each year. It would be a working document that would reflect response to ongoing issues and developments. The most recent being updates to McCloud, the pensions dashboard, online member self-service, the Pension Regulator's single Modular Code, good governance review and compliance with the TCDF (Task Force on Climate-related Financial Disclosures). The plan placed everything that the Fund wished to achieve in one place.

Members were then given the opportunity to comment or ask questions, the details of which and the responses given are as below.

- Officers were commended that the business plan document was easy to understand, well set out and could be understood by anyone to see what WYPF were doing
- Were employers who were experiencing issues submitting data correctly or on time presenting a problem as there were numerous member of the organisation? Officers advised that employer training was key to ensure that data was of good quality and submitted in a timely manner. Employees responsible for the submission of data appeared to change frequently so there was a task to keep current member employers trained. WYPF had recently employed employer engagement officers and had another 2 vacancies to fill to strengthen the team. They further stated that training was being delivered online and via webinars with continued and improving engagement. Issues still prevailed with some smaller employers but engagement would continue.

Process automation for data submission was included in investments planned and phase 3 of this would see data errors having to be resolved at the employer end before submission to WYPF.

- Officers were asked to explain employer flexibilities and were advised that there were 3 elements:

Change of rate between validations

Employers who exit the fund with a surplus – lump sum payments

Deferred agreement option (debt spreading agreement)

These were explained more fully in the funding strategy statement document.

Resolved –

That the report be noted.

Action: Director, West Yorkshire Pension Fund

10. LOCAL GOVERNMENT PENSION SCHEME REGULATIONS UPDATE

The report of the Director, West Yorkshire Pension Fund (**Document “E”**) was presented to provide an update on changes to the Local Government Pension Scheme (LGPS) 2014 and associated matters.

Changes to contribution bands were questioned and Members were concerned that some people who had received pay increases were being left worse off because those increases had moved them into higher contribution bands. It was questioned if the fund had any influence on those bands and felt that they should also be progressively increased.

An anomaly occurring with the timing of pay awards was discussed and it was acknowledged that a 12 month arrears payment had caused that issue. It was acknowledged that the fund had no authority in the matter. It was agreed that it would be beneficial for the contribution bands to be organised as tax bands where lower contribution payments were required on amounts of pay up to a certain level and higher contributions were only required on the actual amount of pay above the higher threshold.

Resolved –

That the report be noted.

ACTION: Director, West Yorkshire Pension Fund

11. 2022 ACTUARIAL VALUATION

The report of the Director, West Yorkshire Pension Fund (**Document “F”**) was submitted to the Joint Advisory Group to provide Members with an update on the work undertaken for the scheduled Actuarial valuation. The valuation carried out by the appointed actuary was intended to assess the financial position of the fund as at 31 March 2022, determine employer contributions and to ensure compliance with regulations in relation to the actuarial valuation.

Officers advised that the Terms of Reference had been agreed with the actuary and indicated that there was a slowdown in improvements since the last valuation. All data had been sent to the Actuary and was being processed with data validation work to follow. It was anticipated to have preliminary results by September or October 2022. Final assumptions would be agreed in October with new employer rates effective from April 2023.

Resolved –

That the report be noted.

Action: Director, West Yorkshire Pension Fund

12. REGISTER OF BREACHES OF LAW

The report of the Director, West Yorkshire Pension Fund (**Document “G”**) was presented to provide Members with the details of the register of breaches in accordance with West Yorkshire Pension Fund (WYPF) Breaches procedure.

In accordance with the Public Service Pensions Act 2013, from April 2015 all Public Service Pension Schemes come under the remit of The Pensions Regulator.

Section 70 of the Pensions Act 2004 imposed a requirement to report a matter to The Pensions Regulator, as soon as is reasonably practicable where that person has reasonable cause to believe that:

- (a) a legal duty relating to the administration of the scheme has not been or is not being complied with, and
- (b) the failure to comply is likely to be of material significance to The Pensions Regulator in the exercise of any of its functions.

The entries on the Register of Breaches for 2021/22, related to:

- the late payment of employee’s pension contributions by employers,
- delay in making a transfer out payment to a new pension provider,
- the non-issue of Annual Benefit Statements by the 31 August 2021 to a small number of active members.
- delays in settlement amounts paid to the Fund by Prudential when members had retired. (details of that breaches and copy of the submission to the Pension Regulator reporting that breach were supplied to the July 2021 JAG meeting).

A Member referred to delays to payments by Prudential and questioned if the situation had improved since it had been reported in July 2021. He was advised that the situation had improved significantly since that time. Annual Benefit Statements (ABS) had been issued for the previous year and it would be monitored when ABS were provided for the current year.

He referred to people who he had seen take early retirement through necessity over the previous two years and was concerned that payment delays beyond a 13-week period had caused additional pressure in their lives. In response he was assured that Key Performance Indicators stipulated that payments should be made within three days. If Additional Voluntary Contribution payments from the Prudential had been delayed members would still have received their lump sums. The reasons that benefits were not paid by the fund and AVC provider separately was to avoid a much higher rate of tax which was required on a second payment.

Resolved –

That the entries on the Register of Breaches of Law 2021/22 be noted.

ACTION: *Director, West Yorkshire Pension Fund*

13. POOLING OF ACADEMIES

The report of the Director, West Yorkshire Pension Fund (**Document “H”**) was submitted to inform Members in relation to the Fund’s proposal to introduce pooling to all academies for funding purposes.

The proposal was in response to the rising number of academies and the variations in contribution rates for individuals and those in Multi Academy Trusts (MATs) and the subsequent amount of work involved for WYPF staff. The benefit for employers would be that risk would be shared, with no notional assets being allocated to any one single academy or MAT, reductions in the fluctuations of contribution rates and a saving on administration and valuation costs.

Consultation was due to be carried out with employers in September 2022, the Funding Strategy Statement would be updated to include the proposal (if agreed) and the changes arising from the 2022 valuation.

A Member asked how many employers would need to be in agreement in order for pooling to be implemented and was advised that an analysis of responses would be carried out and would be dependent on the response.

A Member asked whether individual academies would have an adequate understanding of the financial implications and was advised that all information would be provided and would be for non-teaching staff only.

Resolved –

- 1. That the principle to move towards pooling all academies for funding purposes be noted.**
- 2. That the outcome of the consultation exercise with all employers and updates to the Funding Strategy Statement will be considered in January 2023.**

Action: *Director, West Yorkshire Pension Fund*

14. MAZARS EXTERNAL AUDIT REPORT TO JAG

The report of the external auditors (Mazars) (**Document “I”**) was presented to provide Members with the Draft Audit Strategy Memorandum (ASM) which set out the plan for the external audit of the West Yorkshire Pension Fund for the year ended 31 March 2022.

The Draft Audit Strategy Memorandum was appended to the report. As this was a lengthy document salient points were highlighted and Members provided with

an opportunity to raise any questions on the document.

It was explained that fieldwork on the ASM was ongoing.

Significant risks identified included management of override of controls and valuation of investments within level 3 of the fair value hierarchy.

An enhanced risk was reported as valuation of investments within level 2 of the fair value hierarchy.

Members were assured that further testing would be carried out on those risks.

Audit fees were to be confirmed as it was preferred to consider the additional work required before those fees were stated.

Materiality levels were those identified at the planning stage and the percentage to be used was consistent with the sector in prior years.

The draft statement had been received and amendments were reported.

Resolved –

That the report be noted.

ACTION: Director, West Yorkshire Pension Fund

15. TRAINING, CONFERENCES AND SEMINARS

The report of the Director, West Yorkshire Pension Fund (**Document “J”**) was submitted to remind Members that new guidance resulting from the Good Governance Report (yet to be introduced) would require key individuals within the LGPS, including LGPS officers and pensions committee members, to have the appropriate level of knowledge and understanding to carry out their duties effectively.

Members would be provided with individual training needs analysis questionnaire in order to assist WYPF Officers and Hymans, a bespoke training provider for LGPS to deliver appropriate training.

Monthly reports were provided to WYPF with training activities undertaken which indicated that there was an outstanding programme of training still not completed, some of which was mandatory so needed to be addressed. A report would be submitted either via the Annual Report or the Governance Compliance Statement to show what training was undertaken in the previous 12 months.

Members were advised that if they had attended any training externally, to provide details in order that it could be added to their training record.

Resolved –

That members complete the online training as soon as possible and give consideration to attendance at the events as provided.

Action: Members and the Director, West Yorkshire Pension Fund

Chair

Note: These minutes are subject to approval as a correct record at the next meeting of the West Yorkshire Pension Fund Joint Advisory Group.

THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER

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Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to held on 15 December 2020 and presented again at the meeting 13 September 2022

K

Subject: McCloud – Effects on Local Government Pension Scheme (LGPS)

Summary statement:

In July 2020 the government released a long awaited consultation on applying the remedy to address the age discrimination inherent in the transitional protections that were adopted by the public service scheme in 2014.

This report details to work undertaken to date in anticipation of the regulations being made.

Recommendation

The Local Pension Board note the report

Rodney Barton

Portfolio Director

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Overview & Scrutiny Area

1. Background

1.1 In April 2014 a series of changes were made to the LGPS to reform the scheme's benefits structure. These changes were implemented as part of a wider project across Government to reform public service pensions, and put them on a more sustainable, affordable and fairer footing for the longer term.

1.2 In the LGPS these changes included:

- Moving benefits from a final salary to a career average basis, and
- Linking members' normal pension age with their State Pension age.

1.3 Transitional protections for members nearing retirement were implemented to ensure older workers would not be any worse off as a result of the reforms.

1.4 In the McCloud and Sargeant court cases the Court of Appeal found these transition protections directly discriminated against younger members. As a result, the Ministry of Housing, Communities and Local Government (MHCLG) have consulted on amendments to the statutory underpin, to reflect the Courts findings, by extending the underpin to younger members.

2. MHCLG Consultation

2.1 MHCLG undertook a 12-week public consultation on proposals amending the LGPS to remove the unlawful age discrimination that arose from the protections associated with the introduction of the 2014 scheme reforms which were successfully challenged in the McCloud case.

2.2 WYPF submitted a response to the consultation. A copy of the response is attached to the LGPS update report. (Agenda item 4)

2.3 The anticipated changes present a significant challenge to administering authorities and to employers, not least of which will be a data collection exercise to enable the final salary underpin to be calculated.

2.4 Benefits accruing from 1 April 2022 will be career average for all members. The new underpin will require 2008 scheme pay to be recorded for some members for the next 40 years.

3. WYPF Actions

3.1 The final regulations have not yet been made, however a Project Group has been set up internally to start and prepare for the work involved with the McCloud exercise. In addition, a similar exercise in relation to the Fire Pension Scheme has also been undertaken for all Fire Clients. The Fire exercise is referred to as Sargeant.

3.2 In the LGPS, the Government is proposing to provide eligible younger members with a protection equal to the protection provided to older members when the scheme was

changed in 2014. To do this, we need to collect extra data (hours worked and service breaks) for all eligible members. This data is needed from the date the LGPS changed in April 2014 up to 31 March 2022 (or earlier if the member left active membership of the scheme or reached their 2008 Scheme Normal Pension Age before that date).

3.3 As the proposal is to change the regulations retrospectively from 1 April 2014, this will mean members records and benefits already awarded to eligible members will need to be revisited, including members already protected who have left active membership, or reached their 2008 scheme Normal Pension Age (to allow for different NPA in 2008 and 2014 schemes), unprotected members who have retired, left with deferred benefits, died, transferred out, or trivially commuted their benefits. Transfers in from public sector schemes will also need to be recalculated.

3.4 Initial indications suggest we will require additional data for over 70,000 members. Once we have received the data, it is anticipated that over 30,000 members benefits, which have already been awarded, will have to be checked against the new underpin requirements. (Please note these figures are for WYPF only. This exercise also needs to be undertaken for the other LGPS clients and Fire Clients).

| Folder Status | Number of Entries |
|---|-------------------|
| Active | 40900 (approx.) |
| Deferred | 11972 |
| Deaths | 793 |
| Pensioners | 16135 |
| Pensioner Deferred | 25 |
| Transfers Out | 1329 |
| Leaver Options Pending (awaiting leaver forms) | 279 |
| Total non-active records requiring underpin check | 30,533 |

3.5 We will be contacting employers to share a data capture template in the next few weeks. The template will be based on the MHCLG template and is being developed by our software provider.

3.6 Communication with employers has begun, with regular updates being placed on the WYPF website for employers.

4. Recommendations

The Local Pension Board note this report

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Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022

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Subject: Frozen Refunds

Summary statement:

Frozen refunds occur when members leave the pension scheme with an entitlement to a refund but have yet to claim payment.

The report updates the Local Pension Board on the work currently done by the pension fund in dealing with members who have unclaimed frozen refunds.

EQUALITY & DIVERSITY:

Not Applicable

Rodney Barton
Director

Portfolio:

[Insert where appropriate]

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Overview & Scrutiny Area:

[Insert where appropriate]

1. SUMMARY

- 1.1 Frozen refunds occur when members leave the pension scheme with an entitlement to a refund but have yet to claim payment.

2.0 Background

- 2.1 Members become entitled to pension benefits if they meet certain criteria. One of which is a minimum period of membership in the scheme in most circumstances. (This is also called the 'vesting period').
- 2.2 If a member leaves the scheme before meeting the criteria for entitlement to pension benefits they are only entitled to a refund of their pension contributions or, alternatively in some cases, a transfer value payable to another recognised pension scheme arrangement. There are certain other restrictions around re-joining the Local Government Pension Scheme that can extinguish the right to payment of a refund.
- 2.3 The minimum 'vesting' period of scheme membership has changed over the years when the Local Government Pension Scheme Regulations have been amended. The minimum period has alternated between 2 years or 3 months' membership. Some members have been protected under transitional regulations to allow them a choice of either refund or deferred benefits within specific periods and deadlines.
- 2.4 The Local Government Pension Scheme Regulations 2013 amended the minimum vesting period back to 2 years. And Regulation 18 (5) added a payment deadline for any refund where a member leaves after 31 March 2014.
- 2.5 Refunds where the member leaves after 31 March 2014 have to be paid from the pension fund by the earlier of 5 years of the date they left the pension scheme or the day before the member's 75th birthday.
- 2.6 For members who left the pension scheme before 1 April 2014 who are entitled to a refund of pension contributions the only payment deadline is the day before the member's 75th birthday.
- 2.7 A refund cannot be forced on a member. They have to claim the payment.
- 2.8 If a refund is not claimed when the pension fund informs the member of their options, it becomes a frozen (or 'deferred') refund. The pension fund continues to hold liability for the payment until it is claimed or paid out.
- 2.9 There are several reasons why a member might not claim a refund immediately including the possibility that they may re-join the pension scheme in the future which would allow the membership to be amalgamated. Members also change employment and address more frequently nowadays and the pension fund can lose contact with them.

- 2.10 The pension fund currently has a total of 12,290 unclaimed refunds. This can be broken down as follows:

Members who left before 01 April 2014 – 6,116.

Members who left after 31 March 2014 – 6,174.

3.0 Current Work Undertaken on Frozen Refunds

- 3.1 For frozen refunds where the member leaves the scheme after 31 March 2014 reminders are sent confirming the payment deadline and telling the member they need to take action.
- 3.2 The pension fund runs an individual trace using an automated tracing database, generally within 12 months of the payment deadline (either the 5 years from leaving the scheme or the member's 75th birthday) to try and ensure that we are sending reminders to the correct address. If a different address is identified, a general letter is sent asking for the member to contact us so that we can confirm personal data to ensure that we have found the correct individual.
- 3.3 If the refund is still not claimed by the prescribed deadline the pension fund makes the payment to a deposit account set up for the member. The payment includes any interest due (paid at a rate of 1% above base rate on a day to day basis calculated from the date of leaving the scheme to the date of payment). This payment to a deposit account means that the fund has discharged its liability.
- 3.4 When contact with the member is made the fund will close the deposit account and pay the balance to the member. At 31 July 2022 the pension fund had 1,474 deposit accounts open. In the period April to July 2022, 34 deposit accounts were closed.

OTHER CONSIDERATIONS

None

4. FINANCIAL & RESOURCE APPRAISAL

Sufficient resource to continue dealing with the clearance on an individual case by case basis as the pension administration team is currently doing.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

Failure to regain contact with members who have frozen refunds may impact the fund's data quality and cause more pension administration work in terms of trying to find them.

6. LEGAL APPRAISAL

None

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

None

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

None

7.3 COMMUNITY SAFETY IMPLICATIONS

None

7.4 HUMAN RIGHTS ACT

None

7.5 TRADE UNION

None

7.6 WARD IMPLICATIONS

None

**7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

None

7.8 IMPLICATIONS FOR CORPORATE PARENTING

None

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

None

10. RECOMMENDATIONS

The Local Pension Board note the report.

11. APPENDICES

None



Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022.

M

Subject:

West Yorkshire Pension Fund (WYPF) Finance Report.

Summary statement:

This report presents the WYPF 2021/22 financial outturn, financial and service performance and the draft 2021/22 annual report and accounts (WYPF accounts). The Local Government Pension Scheme Regulations 2013 (LGPS Reg 2013), Regulation 57 specifies that - an annual report must be prepared each year ending 31 March and must be published by 1st December following the year end.

The WYPF accounts forms part of the City of Bradford Metropolitan District Council (CBMDC) accounts, and will be audited by the Council Auditor "Mazars LLP" and signed by Mazars as part of the City of Bradford accounts bundle. The audited WYPF accounts are also required by all West Yorkshire employers that are employer members of WYPF for their annual audit. The LGPS Reg 2013 Regulation 56 stipulates that WYPF must supply audited accounts to all its employers and WYPF complies with this regulation by publishing the audited annual report and account on the WYPF website. There are also a number of audit regulations requiring employers' auditors to gain assurance on pension liabilities and assets, by auditing our records.

Our outturn for 2021/22 is £10.46m against a budget of £12.65m, underspend of £2.19m, major underspend on employee costs £0.42m, and investment transaction cost underspend of £1.28m. We delivered top quartile services performance using efficient and continuous improvement processes. Our cost per member for 2020/21 was £33.93, 2021/22 is £33.97, WYPF remained the lowest in the LGPS whilst maintaining service quality.

The net asset value of the Fund as at 31 March 2022 is £17.91 billion, increase of £1.58 billion (9.67%) compared to 31 March 2021 figure of £16.33 billion.

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Portfolio:

Overview & Scrutiny Area:

1 SUMMARY

1.1 In order to comply with statutory accounting requirements for Local Government and Local Government Pension Schemes, WYPF must prepare an annual report and accounts. The 2021/22 financial outturn, financial and service performance and the draft 2021/22 annual report and accounts (WYPF accounts) were presented to the Joint Advisory Group (JAG) on 28/07/22. The latest version of the report will be presented to Bradford Council Governance and Audit Committee on 22/09/22 for approval.

1.2 This report provides a summary of West Yorkshire Pension Fund's financial position at the end of the year, and key financial activities during the year ended 31 March 2022. The accounts have been prepared in accordance with:

- CIPFA Code of Practice on Local Authority Accounting in the United Kingdom 2021/22
- CIPFA Guidance on Accounting for Local Government Pension Scheme Management Costs
- Latest Pensions Statement of Recommended Practice
- International Financial Reporting Standards (IFRS), as amended for the UK public sector

The annual report and accounts complies with all relevant regulations and best practice.

External Auditor's work 2021/22

1.3 The Council's auditor Mazars presented their approach to the final audit for WYPF, to JAG on 28 July. Mazars' plan will ensure that external audit work is completed to meet WYPF regulatory deadlines.

1.4 The WYPF Draft 2021/22 Report and Accounts is attached as Appendix 1 to this report.

2 BACKGROUND

Net value of assets

2.1 The net asset value of the Fund as at 31 March 2022 is £17,906.42m, a net increase of £1,579.22m (9.67%) from 31 March 2021. The table below gives net assets values for the last ten years including 2021/22.

| <u>Year to</u> <u>31 March</u> | <u>Net Asset</u> | <u>Increase /</u> <u>(Decrease)</u> | <u>Increase /</u> <u>(Decrease)</u> |
|-----------------------------------|------------------|--|--|
| 2022 | £17,906.42m | £1,579.22m | 9.67% |
| 2021 | £16,327.20m | £3,112.90m | 23.56% |
| 2020 | £13,214.30m | (£1,148.74)m | (8.00%) |
| 2019 | £14,363.04m | £796.41m | 5.87% |
| 2018 | £13,566.63m | (£65.70)m | (0.48%) |
| 2017 | £13,632.33m | £2,421.35m | 21.60% |
| 2016 | £11,210.98m | (£108.22)m | (0.96%) |
| 2015 | £11,319.20m | £950.40m | 9.17% |
| 2014 | £10,368.80m | £428.50m | 4.31% |
| 2013 | £9,940.30m | £1,155.89m | 13.16% |

Change in net assets during the year

- 2.2 The increase in net assets of £1,579.22m between 31 March 2021 and 31 March 2022 is mainly due to positive financial markets movements post the Covid-19 pandemic financial impact.

Return on investment

- 2.3 The total return on investment in 2021/22 is £1,693.49m (2020/21 £3,189.25m). This is made up of £1,275.54m (2020/21 £2,833.73m) gains in market value and net investment income of £425.22m (2020/21 £361.16m) from dividends, interest, and stock lending commission, less taxes on income £9.14m (2020/21 £7.92m).

Net cashflow

- 2.4 WYPF continues to have a positive net cashflow, in 2021/22 net cashflow was £323.27m (2020/21 £297.09m).

| | | |
|-----------------|---|-----------------|
| (£66,346) | Net additions/(withdrawals) from dealing with members | (£103,825) |
| £361,159 | Investment income | £425,221 |
| £2,278 | Stock lending | £1,871 |
| £297,091 | | £323,267 |

Investment performance

- 2.5 In 2021/22 financial assets / investment performance was 10.5%. This is 2.3% above our benchmark. The long term track record is also positive, as shown in the table below, over ten years WYPF has outperformed the benchmark by 0.9% per annum. Investment returns against benchmark are as follows:

| <u>31-Mar-22</u> | <u>Annualised</u> <u>Return</u> | <u>Fund Specific</u> <u>Benchmark</u> | <u>Over</u> <u>/(Under)</u> |
|------------------|------------------------------------|--|--------------------------------|
| | <u>%</u> | <u>%</u> | <u>%</u> |
| One Year | 10.5 | 8.2 | 2.3 |
| Three Years | 8.3 | 6.8 | 1.3 |
| Five Years | 7.1 | 6.9 | 0.0 |
| Ten Years | 8.7 | 7.8 | 0.9 |

2021/22 service financial performance

- 2.6 Budget and expenditure monitoring is a routine monthly activity within WYPF and it underpins our financial control, financial planning and financial risk management. We use detailed service activity analysis of expenditure, contracts, commitments, identified service risks, regulatory changes and service best practice on a monthly basis to produce budget monitoring reports for decision making and management information.
- 2.7 Our rigour in managing services and monitoring financial activities and expansion of shared services delivered a budget savings of £2.19m. The cost of managing Pension Administration Shared Service, WYPF Investment Management and WYPF Oversight and Governance cost are paid for by a charge to the WYPF Fund Account, net of our LGPS and Fire & Rescue Service partners. Shared service income for 2021/22 is £2.53m and forecast for 2022/23 is £2.83m and likely to grow in future.

| WYPF TOTAL SERVICE | 2020/21 OUTTURN PD13 | 2020/21 COST PER MBR | 2021/22 BUDGET | 2021/22 OUTTURN PD13 | 2021/22 VAR BGT - PD03 FAV (ADV) | 2021/22 COST PER MBR | 2022/23 BUDGET | 2022/23 FORECAST PD03 JUN | 2022/23 VAR BGT - PD03 FAV (ADV) | 2022/23 COST PER MBR PD3 |
|---|----------------------------|----------------------------|-------------------|----------------------------|---|----------------------------|-------------------|---------------------------------|---|--------------------------------|
| | £000 | | £000 | £000 | £000 | | £000 | £000 | £000 | |
| PENSION ADMINISTRATION | 4,002 | £13.42 | 4,522 | 4,225 | 297 | £13.73 | 5,250 | 5,581 | -331 | £17.93 |
| OVERSIGHT | 871 | £2.92 | 965 | 699 | 266 | £2.27 | 1,004 | 770 | 234 | £2.48 |
| WYPF PENSION ADMIN & OVERSIGHT | 4,873 | £16.34 | 5,487 | 4,924 | 563 | £16.00 | 6,254 | 6,351 | -97 | £20.41 |
| INVESTMENT MANAGEMENT | 5,129 | £17.19 | 7,158 | 5,531 | 1,627 | £17.97 | 8,496 | 8,284 | 212 | £26.62 |
| TOTAL WYPF NET EXP | 10,002 | £33.53 | 12,645 | 10,455 | 2,190 | £33.97 | 14,750 | 14,635 | 115 | £47.02 |
| MEMBER NUMBER | | 298,317 | | | | | | | | 311,243 |

| WYPF | 2020/21 OUTTURN PD13 | 2020/21 COST PER MBR | 2021/22 BUDGET | 2021/22 OUTTURN PD13 | 2021/22 VAR BGT - PD03 FAV (ADV) | 2021/22 COST PER MBR | 2022/23 BUDGET | 2022/23 FORECAST PD03 JUN | 2022/23 VAR BGT - PD03 FAV (ADV) | 2022/23 COST PER MBR PD3 |
|---|----------------------------|----------------------------|-------------------|----------------------------|---|----------------------------|-------------------|---------------------------------|---|--------------------------------|
| | £000 | | £000 | £000 | £000 | | £000 | £000 | £000 | |
| Accommodation | 349 | £1.17 | 347 | 301 | 46 | £0.98 | 261 | 331 | -70 | £1.06 |
| Actuary | 337 | £1.13 | 370 | 189 | 181 | £0.61 | 350 | 208 | 142 | £0.67 |
| CBMDC Support Services | 453 | £1.52 | 463 | 459 | 4 | £1.49 | 463 | 504 | -41 | £1.62 |
| Computer | 1,307 | £4.38 | 1,451 | 1,351 | 100 | £4.39 | 1,216 | 1,702 | -486 | £5.47 |
| Invest to save | 0 | £0.00 | 0 | 0 | 0 | £0.00 | 1,000 | 612 | 388 | £1.97 |
| Employees | 6,877 | £23.05 | 8,580 | 8,160 | 420 | £26.51 | 10,604 | 10,862 | -258 | £34.90 |
| Other Running Costs | 926 | £3.10 | 1,045 | 1,046 | -1 | £3.40 | 1,066 | 1,151 | -85 | £3.70 |
| Printing & stationery | 496 | £1.66 | 506 | 373 | 133 | £1.21 | 299 | 410 | -111 | £1.32 |
| Transaction Costs | 1,496 | £5.01 | 2,616 | 1,333 | 1,283 | £4.33 | 2,500 | 2,000 | 500 | £6.43 |
| WYPF Support Services | 0 | £0.00 | 0 | 0 | 0 | £0.00 | 0 | 0 | 0 | £0.00 |
| WYPF TOTAL SERVICE EXPENDITURE | 12,241 | £41.04 | 15,378 | 13,212 | 2,166 | £42.92 | 17,759 | 17,780 | -21 | £57.13 |
| Other Income | -223 | -£0.75 | -205 | -214 | 9 | -£0.70 | -179 | -235 | 56 | -£0.76 |
| Shared Service Income | -2,016 | -£6.76 | -2,528 | -2,543 | 15 | -£8.26 | -2,830 | -2,911 | 81 | -£9.35 |
| WYPF TOTAL SERVICE NET EXPENDITURE | 10,002 | £33.53 | 12,645 | 10,455 | 2,190 | £33.97 | 14,750 | 14,634 | 116 | £47.02 |
| MEMBER NUMBER | | 298,317 | | | | | | | | 311,243 |

2.8 Variances between the budget and outturn for 2021/22 are mainly due to:

- **Accommodation costs:** £46k underspend. Reduction in spend direct impact of staff working from home, due to Covid-19.
- **Actuarial costs:** £181k underspend on actuarial services due to improved cost control, improved IAS19 reporting and employer cost recharges carried out in time.
- **CBMDC Support Services:** £4k underspend. Payment to Bradford Council for services provided to West Yorkshire Pension Fund for ICT, payroll, legal services and other corporate services.
- **Computer costs:** £100k underspend, benefit of using a mixture of in house resources and external contractors to implement new servers, we originally planned to use external resources.
- **Employee costs:** £420k underspent against budget due to a number of vacant posts remaining difficult to fill in 2021/22.
- **Other running costs:** £1k overspend.

- **Printing and postage:** £133k underspend as a direct result of increased use of digital services.
- **Investment transaction costs:** £1,283k underspend. Continuing direct impact of Covid-19 resulting in a reduced number of investment transactions in 2021/22.
- **Total income:** £24k underspend, mainly shared service £15k (budget £2,528k, income £2,543k) and various recharges £9k (budget £205k, income £214k). All charges to our shared service partners are based on actual total cost and number of members at the yearend for each shared service partner. The total cost increased due to the increased cost of system developments due to McCloud remedy and other regulatory changes.

2022/23 budget

2.9 The budget for 2022/23 is £14.75m. The latest net expenditure forecast for 2022/23 is £14.63m. We are using invest to save strategies to manage a number of budget and service pressures from a resource pool of £1.0m. Most of the £1.0m is from increased income from shared service recharges, efficiencies and saving activities delivered. Key proposals we are working on are listed below:

- a) £300k – Maintain staffing resources and create capacity for additional shared services. This is mainly directed at staffing resources, processes, procedures and succession planning.
- b) £200k - To increase service consultation across all service areas, ESG, climate change engagements, employers’ consultation on a number of issues to improve pension services and share knowledge with employers. To improve the quality of pension management information we provide to employers and improve the accuracy of pension data in return.
- c) £200k - Increased regulations and financial compliance rules. A major development in this area is the Taskforce for Climate Financial Disclosure (TCFD) requirements for all asset owners (pension funds and wealth funds). Some of the overseas companies we invest in will be reporting using the EU’s Sustainability Financial Disclosure Regulations (SFDR). We will need additional systems and data management resources to capture additional data required by new regulations, source new data; track, validate and analyse data for investment management.

On the pension administration front there are new regulations from government, the Pension Regulator, HMRC tax compliance regulations on payment reporting (closing tax loopholes) which will require additional resources i.e.

- a. Pension dashboard
- b. McCloud
- c. GMP reconciliation
- d. Pension scams
- e. Exit cap

- f. Tax compliance rules – tax allowance (annual and lifetime),

Investment is needed to improve our processes – we are building more automated processes, this will release staff to work on exceptions and activities that will add value. We are investing in systems and processes that will improve data quality.

- d) £225k - Uncertain costs and impact of Covid-19 – accelerated digitisation of services, virtual services for staff, members and employers, also migration of virtual services to clients and customers. Added complexity of maintaining and meshing traditional face to face services with new digital services.

Improve investment back office services and systems and introduce workflow processes. We will be looking to employ a specialist IT developer who will collaborate with our investment system providers Linedata and Burgiss to automate more processes.

Brexit is still a concern for all business operations including the financial service sector.

- e) £75k – Improve investment performance data management and data exchange with Northern Trust, MJ Hudson (Amaces), Portfolio Evaluation (PEL) and Aon - monthly pension unitisation data for managing employers covenant, contracts and financial viability.

Of the £1m held as Invest to Save resources, £0.39m has been allocated for additional staffing, training and apprentices, system developments for McCloud remedy, IT systems and equipment.

- 2.10** The 2022/23 budget is scoped to maintain the current growth of pension administration shared service, investment pooling, increased service capacity, improved service quality, strengthened regulatory compliance and improved data governance.

2021/22 and 2022/23 cost performance

- 2.11** The 2021/22 annual cost of managing WYPF per member is £33.97 and for 2022/23 £47.03. These figures should place WYPF 1st in the LGPS cost per member league table.

| WYPF COST PER MEMBER | 2019/20 ACTUAL | 2020/21 ACTUAL | 2021/22 ACTUAL | 2022/23 FORECAST |
|--|---------------------------|---------------------------|---------------------------|-----------------------------|
| MEMBER NUMBER | SF3 | SF3 | 307,796 | 311,243 |
| WYPF PENSION ADMIN | £16.23 | £13.46 | £13.73 | £17.99 |
| WYPF INVEST MANAGEMENT | £22.83 | £17.25 | £17.97 | £26.62 |
| WYPF OVERSIGHT | £2.88 | £2.93 | £2.27 | £2.48 |
| TOTAL COST PER MEMBER | £41.94 | £33.64 | £33.97 | £47.02 |
| INVESTMENT VALUE (000) | £13,180,582 | £16,267,534 | £17,760,000 | £18,000,000 |
| COST OF INVEST MANAGEMENT | £6,697 | £5,129 | £5,531 | £8,588 |
| COST OF INVEST MANAGEMENT IN BASIS POINTS (bps) | 5.08 | 3.15 | 3.11 | 4.77 |

2.12 Using 2021/22 value of assets and investment management costs to calculate basis points (bps) WYPF investment management cost is 3.11bps of current investment asset value of £17.76 billion. WYPF is between 5bps and 3bps, based on the Investment Association survey for 2021/22 the average cost of investment management is 18bps, this is 500% more than WYPF. Similar to the LGPS table, this measure put WYPF in the top quartile in terms of investment management cost of the best performing investment management organisations.

LGPS top 10 funds with the lowest cost per member (latest result)

| Local Authority SF3 2020/21 (RANK 1 TO 10) + PARTNERS TOTAL NUMBER OF LGPS 85 | 2020/21 | | | | | | | | 2019/20 | | |
|---|------------------|---------------------|----------|----------------------|-----------|--------------------|-----------|-------------------------|----------|-------------------------|----------|
| | Total members | Invest mngmt pr mbr | Rank | Pension Admin pr mbr | Rank | Gov & Ovsht pr mbr | Rank | Total mngmt cost pr mbr | Rank | Total mngmt cost pr mbr | Rank |
| West Yorkshire Pension Fund | 297,384 | 17.25 | 1 | 13.46 | 5 | 2.93 | 4 | 33.63 | 1 | 41.94 | 1 |
| Nottinghamshire | 145,647 | 30.00 | 2 | 18.48 | 13 | 12.39 | 40 | 60.87 | 2 | 60.93 | 2 |
| East Riding of Yorkshire UA | 100,050 | 51.71 | 4 | 20.64 | 21 | 8.64 | 28 | 80.99 | 3 | 63.07 | 3 |
| Tameside | 390,652 | 78.78 | 8 | 18.90 | 17 | 3.95 | 7 | 101.63 | 4 | 90.43 | 4 |
| Middlesbrough UA | 73,620 | 67.33 | 6 | 26.32 | 41 | 7.99 | 25 | 101.64 | 5 | 103.85 | 5 |
| Lewisham | 25,399 | 62.64 | 5 | 27.21 | 44 | 20.04 | 61 | 109.89 | 6 | 134.88 | 6 |
| Surrey | 111,800 | 68.14 | 7 | 26.20 | 40 | 22.26 | 66 | 116.60 | 7 | 133.54 | 9 |
| Bedfordshire | 72,124 | 94.49 | 9 | 20.83 | 22 | 13.32 | 47 | 128.64 | 8 | 121.21 | 8 |
| Somerset | 67,907 | 105.78 | 11 | 18.70 | 14 | 10.03 | 35 | 134.51 | 9 | 121.25 | 9 |
| Islington | 20,981 | 46.85 | 3 | 68.73 | 80 | 19.64 | 60 | 135.22 | 10 | 151.04 | 12 |
| Lincolnshire | 76,856 | 128.30 | 12 | 12.82 | 3 | 9.82 | 33 | 150.94 | 11 | 156.66 | 13 |
| Hounslow | 69,878 | 168.31 | 29 | 38.16 | 62 | 5.07 | 10 | 211.54 | 29 | 238.91 | 41 |
| Merseyside Pension Fund | 140,023 | 249.90 | 44 | 21.61 | 29 | 12.66 | 42 | 284.17 | 44 | 339.88 | 60 |
| Barnet | 26,803 | 350.60 | 63 | 38.91 | 65 | 32.38 | 80 | 421.89 | 63 | 342.52 | 62 |
| England & Wales AVERAGE | 6,128,702 | 238.43 | | 24.16 | | 11.74 | | 274.34 | | 245.41 | 0 |
| | | | | | | | | +12% on 19/20 | | | |

2.13 Based on government figures LGPS average cost was up by 12%, whereas WYPF went down by 20% between 2019/20 and 2020/21.

Membership numbers

2.14 Our membership increased from 298,317 in 31 March 2021 to 307,796 in 31 March 2022, an increase of 3.2% (2020/21 1.3%).

Number of employers

2.15 The number of employers as at 31 March 2021 was 423, at 31 March 2022 it was 463, an increase of 40.

Pension admin service performance

2.16 The table below shows our 2020/21 performance in 20 key work areas, this performance reflects the commitment of officers and managers in delivering services to all our clients.

| Work type | Total cases | Target days | Target cases met | KPI target | Actual KPI | Actual KPI | |
|-----------|--|-------------|------------------|------------|------------|------------|--------|
| | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2020/21 | |
| | | | | % | % | % | |
| 1 | Payment of pensioners (WYPF LG pensioners and beneficiaries) | 1,984,308 | Paid on due days | 1,984,308 | 100 | 100.00 | 100.00 |
| 2 | Change of address | 3,266 | 10 | 3,128 | 85 | 95.79 | 95.79 |
| 3 | Change to bank details | 1,926 | 10 | 1,815 | 85 | 94.52 | 94.52 |
| 4 | Death grant nomination | 4,463 | 20 | 3,513 | 85 | 99.77 | 99.77 |
| 5 | Death grant payments | 2,682 | 10 | 2,461 | 85 | 93.05 | 93.05 |
| 6 | Death in retirement | 239 | 20 | 122 | 85 | 88.84 | 88.84 |
| 7 | Deferred benefits | 2,967 | 35 | 2,698 | 85 | 96.66 | 96.66 |
| 8 | Deferred benefits into payment actual | 2,350 | 5 | 2,240 | 90 | 88.25 | 88.25 |
| 9 | Divorce quote | 430 | 20 | 391 | 85 | 91.36 | 91.36 |
| 10 | Life certificate received | 5 | 10 | 4 | 85 | 80.41 | 80.41 |
| 11 | Monthly posting | 4,885 | 10 | 4,601 | 95 | 95.58 | 95.58 |
| 12 | Payroll changes | 1,986 | 10 | 1,940 | 85 | 98.74 | 98.74 |
| 13 | Pension estimate | 3,076 | 10 | 2,555 | 90 | 96.30 | 96.30 |
| 14 | Refund payment | 1,862 | 10 | 1,851 | 95 | 98.22 | 98.22 |
| 15 | Refund quote | 3,706 | 35 | 3,696 | 85 | 99.39 | 99.39 |
| 16 | Retirement actual | 3,318 | 3 | 3,225 | 90 | 92.71 | 92.71 |
| 17 | Transfer out payment | 215 | 35 | 187 | 85 | 89.86 | 89.86 |
| 18 | Transfer-in payment | 562 | 35 | 531 | 85 | 94.89 | 94.89 |
| 19 | Transfer-in quote | 844 | 35 | 838 | 85 | 99.63 | 99.63 |
| 20 | Transfer-out quote | 1,812 | 20 | 1,675 | 85 | 76.17 | 76.17 |

3 OTHER CONSIDERATIONS

The financial accounts for the Council will be presented for approval by the Governance and Audit Committee on 22/09/2022.

4 FINANCIAL & RESOURCE APPRAISAL

The Council is required by law to produce an audited annual financial report for WYPF within the Council's financial statements.

5 RISK MANAGEMENT AND GOVERNANCE ISSUES

The WYPF report and accounts is a statutory financial document. It is a key element of financial risk management and governance, and provides the outcome of key financial controls in operation during the financial year.

6 LEGAL APPRAISAL

In order to meet statutory deadlines, the report and accounts must be approved and signed by the Chair of Governance and Audit Committee on or before 1 December 2022. There are no other legal issues.

6.1 SUSTAINABILITY IMPLICATIONS

The services covered in this report are committed to mitigating climate change by using energy efficient supplies and services, avoid waste and where not possible minimise waste. Reuse materials and where facilities are available, recycle office waste.

6.2 GREENHOUSE GAS EMISSIONS IMPACTS

WYPF operates from a modern “Aldermanbury House”, the building was bought in 2014 and we have invested significant sums to improve the energy efficiency of the building, however there is still more to do. We are working with our property managers to further improve the energy efficiency of the building for staff, visitors and our commercial tenants. Electricity supplied to the building is sourced from renewable suppliers and there is programme to review water boilers and other equipment in the building.

In terms of our operations a significant number of our staff have always been able to work from home before the Covid-19 pandemic and since the start of the pandemic all staff that want to work from home have been able to work from home. This has reduced our staff daily journeys into work and also reduced our operational greenhouse gas emission significantly. When on business travel our staff are encouraged to use public transport, unless lower greenhouse gas emission alternatives are available.

In order to maintain a balanced service, we have moved to a hybrid operation on a standard two days office working and three days home working each week. This approach is supported by the majority of staff.

6.3 COMMUNITY SAFETY IMPLICATIONS

None.

6.4 HUMAN RIGHTS ACT

None.

6.5 TRADE UNION

The services covered by this report will provide additional employment and apprenticeship opportunities within the local area.

6.6 WARD IMPLICATIONS

None.

6.7 IMPLICATIONS FOR CORPORATE PARENTING

None.

6.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None.

7 NOT FOR PUBLICATION DOCUMENTS

No

8 OPTIONS

The Local Pension Board should note the finance report or may make recommendations to management on any part of the report.

9 RECOMMENDATION

A. That the annual report and account be noted and may suggest any improvements.

B. That WYPF's financial and service performance be noted.

10 APPENDICES

Appendix 1 – WYPF Draft Report and Accounts 2021/22

11 BACKGROUND DOCUMENTS

None



West Yorkshire Pension Fund

REPORT & ACCOUNTS

*Report and Accounts
for the year ended
31 March 2022*

21
22

*West Yorkshire Pension Fund is administered by City
of Bradford Metropolitan District Council • Pension
Schemes Registry Number 10041078*

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SECTION 1: FOREWORD

FOREWORD

West Yorkshire Pension Fund (WYPF) is a local government pension scheme, founded in 1974. As at 31 March 2022 we had 307,797 members and 463 active employers across the UK. Our largest employers are the five West Yorkshire Councils - Bradford, Calderdale, Kirklees, Leeds and Wakefield. In total within our Shared Service administration arrangements we serve 479,574 members and over 950 active employers.

All aspects of our operations have felt the impact of the Covid-19 pandemic, our staff have adopted hybrid working and most are now working two days in the office and three days remotely. In addition to Covid-19, the war in Ukraine, started by Russia has increased investment markets volatility.

Our asset valuation rose by over 10.5% to £17.84 billion at the end of March, leaving WYPF very well-funded. Investment market performance was strong up to February 2022, until the Russian invasion of Ukraine, resulting in 1% loss of value in our investment performance for the last quarter of the financial year.

We continued our asset allocation shift to increase infrastructure, property and credit strategies, and reductions in equities and government bonds, all of which is designed to improve diversification within the portfolio. This is being delivered in the context of our Environmental, Social and Governance policies, which have been considered in detail and further developed by the Investment Advisory Panel during the year.

Our collaborative engagements with companies on a range of issues through the Local Authority Pension Fund Forum (LAPFF) have met with increasing success this year, helped by the increasing number of asset managers taking a positive stance on a range of issues.

Our administration teams whilst working in a hybrid way due to the pandemic have continued to deliver the service to a very high standard throughout the year. Not only has the service been maintained, but they have also successfully taken on the administration of a further four Fire and Rescue Authority pension funds in the year. We continue to deliver exceptional results.



Councillor Andrew Thornton

**Chair
Joint Advisory Group and Investment Advisory Panel**

MANAGEMENT STRUCTURE



SECTION 3: LOCAL PENSION BOARD ANNUAL REPORT

Members of the WYPF Joint Advisory Group

| | | |
|---|--|---|
| Bradford Council Councillor A Thornton Chair | Councillor G Winnard Deputy Chair | Councillor T Salam |
| Calderdale Council Councillor S Baines MBE Councillor B Metcalfe (Until May 21) | Councillor J Lynn | Councillor Colin Hutchinson (From May 21) |
| Kirklees Council Councillor E Firth Councillor G Asif (Until May 21) | Councillor H Uppal (From May 21) Councillor R Murgatroyd (Until May 21) | Councillor J Ramsay (From May 21) |
| Leeds Council Councillor A Scopes Councillor P Harrand (Until May 21) | Councillor J Shemilt (From May 21) | Councillor N Dawson (Until May 21) |
| Wakefield Council Councillor K Swift (From May 21) Councillor J Speight (Until May 21) | Councillor M Collins (From May 21) Councillor M Graham (Until May 21) | Councillor H Mitchell (From May 21) |
| Trade union representatives T Chard – GMB | L Bailey – UNISON | A Goring – UNISON |
| Scheme member representatives M Morris | | |
| Representative from City of Bradford Metropolitan District Council N Broadbent - Head of Finance Calderdale | | |

Members of the WYPF Investment Advisory Panel

| | | |
|---|-------------------------------------|-------------------------------------|
| Bradford Council Councillor A Thornton Chair | Councillor G Winnard | |
| Calderdale Council Councillor J Lynn | Councillor S Baines MBE | |
| Kirklees Council Councillor E Firth | Councillor H Uppal (From May 21) | Councillor G Asif (Until May 21) |
| Leeds Council Councillor A Scopes | Councillor J Shemilt (From May 21) | Councillor P Harrand (Until May 21) |
| Wakefield Council Councillor M Collins (From May 21) Councillor J Speight (Until May 21) | Councillor H Mitchell (From May 21) | Councillor M Graham (Until May 21) |
| Trade union representatives L Bailey Deputy Chair - UNISON | T Chard – GMB | A Goring – UNISON |
| West Yorkshire Pension Fund R Barton – Director | | |
| External advisers M Stevens | M George | P Hebson |
| Representative from the Finance Directors of the councils of West Yorkshire N Broadbent - Head of Finance, Calderdale Council | | |
| Scheme member representatives C Greaves | P Cole | |

SECTION 3: LOCAL PENSION BOARD ANNUAL REPORT

Members of the WYPF Local Pension Board

| | | |
|---|---|---|
| Employer representatives | | |
| Councillor S Lal Chair Bradford MDC | Councillor D Jenkins (until May 21) Leeds CC | Councillor K Johnson Wakefield MDC |
| Councillor L Malkin (From Sept 21) Wakefield MDC | Councillor H Mitchell (Until Jun 21) Wakefield MDC | Councillor L Martin (From May 21) Leeds City Council |
| R Manning - Northern School of Contemporary Dance (Until Sept 21) | B Petty – University of Bradford (From Dec 21) | |
| Member representatives | | |
| G Nesbitt – GMB (Until April 22) M Binks – UNISON (Until April 22) | C Sykes – UNISON | M Morris – Unite |

Appointed service providers and advisers

| | | |
|-----------------------------------|--|--|
| Actuarial services | Aon 1 Redcliff Street Bristol BS1 6NP | |
| AVC providers | Utmost Life and Pensions Walton Street Aylesbury Bucks HP21 7QW | Scottish Widows PO Box 902 15 Dalkeith Road Edinburgh EH16 5BU |
| | Prudential Lancing BN15 8GB | |
| Section 151 officer | Chris Chapman - Director of Finance / s151 Officer City of Bradford Metropolitan District Council Britannia House Bradford BD1 1HX | |
| Auditors | Mazars LLP 5 th Floor 3 Wellington Place Leeds LS1 4AP | |
| Banking Services | HSBC 8 Canada Square Canary Wharf London E14 5HQ | |
| Custodial Services | Northern Trust One Canada Square Canary Wharf London E14 5AB | |
| Legal Adviser | Parveen Akhtar - City Solicitor City of Bradford Metropolitan District Council City Hall Bradford BD1 1HY | |
| Pensions Computer Services | Civica Plc Vanguard House Dewsbury Road Leeds LS11 5DD | |

LOCAL PENSION BOARD ANNUAL REPORT



SECTION 3: LOCAL PENSION BOARD ANNUAL REPORT

Annual Report of the West Yorkshire Pension Fund Pension Board 2021/2022

Introduction

I am pleased to present the report of the local pension board for West Yorkshire Pension Fund (WYPF) for the year 2021/22. The WYPF Pension Board was established as a result of the Public Sector Pensions Act 2013, which required all public sector pension schemes to set up a representative local pension board by 1 April 2015. The board operates independently from both the Joint Advisory Group and Investment Advisory Panel. The role of the pension board is to assist the administering authority in securing compliance with all regulations and legislation and to help ensure the effective, efficient governance and administration of the scheme.

Local pension boards have no executive powers. The board can scrutinise compliance with regulations and call WYPF officers or the WYPF Joint Advisory Group and Investment Advisory Panel to account, but we are not a decision-making body. The aim of the board is to focus our discussions on providing scrutiny of WYPF's decision-making process and provide input from the perspective of scheme members and employers.

Governance arrangements

The governance arrangements of the fund and relationship with the Scheme Manager (City of Bradford MDC), Local Pension Board, Joint Advisory Group and Investment Advisory Panel are detailed in the fund's Governance Compliance Statement in Appendix F and can also be found on the funds website at: <https://www.wypf.org.uk/publications/policy-home/wypf-index/governance-compliance-statement/>

Constitution and membership

Local pension boards must contain an equal number of employer and scheme member representatives. WYPF's pension board has been established with four employer and four member representatives.

During 2021 three of the employer representatives left the board - Councillor Jenkins – Leeds City Council, Councillor Mitchell – Wakefield Council and Ruth Manning- Northern School of Contemporary Dance. I would like to thank them for their support during their tenure.

As a result three new members joined the board during the year Councillor Martin – Leeds City Council, Councillor Malkin – Wakefield Council and Ben Petty- University of Bradford.

The membership of the board at the end of 2022 is listed below:

Employer representatives

- Councillor S Lal (Chair) – City of Bradford MDC
- Councillor L Martin – Leeds CC
- Councillor L Malkin – Wakefield MDC
- Ben Petty University of Bradford

Member representatives

- A Jones – Unite
- M Binks – Unison
- C Sykes – Unison
- G Nesbitt – GMB

Information about the board members and their contact details, are available on the WYPF website at: <https://www.wypf.org.uk/pension-boards/wypf-index/>

SECTION 3: LOCAL PENSION BOARD ANNUAL REPORT

Meetings

During the year the board held four meetings:

- 22 June 2021 (due Covid issues the meeting took place on 14 September)
- 14 September 2021
- 14 December 2021 (due Covid issues the meeting took place on 22 March 2022)
- 22 March 2022

Information about the board, including minutes of board meetings, is available on the Bradford Council website via the following link: <https://bradford.moderngov.co.uk/ieListMeetings.aspx?Cid=286&Year=0?Cid=286&Year=0>

Maintaining a good level of understanding amongst members of the pension board is important in maintaining strong levels of governance. Members are encouraged to make use of opportunities for training and attendance at industry events.

The agenda of every Board meeting contains information on upcoming industry events and training opportunities. In addition, there is a vast amount of experience available for members in the fund. Members are encouraged to contact the fund if they feel they would benefit from 1 to 1 training on specific areas. Officers also arrange specific in house training events for Investment Panel, Pensions Board and Joint Advisory Group members to attend during the year.

The year 2022 is a valuation year and valuation training was provided to all Pension Board members on 8 February 2022. In addition, all pension board members are encouraged to undertake the Pensions Regulator Toolkit training, which is an online learning programme aimed at trustees of occupational pension schemes. The training includes a series of online learning modules and downloadable resources developed to help members meet the minimum level of knowledge and understanding introduced in the Pensions Act 2004.

The work programme

Services to members and employers continues to be high on the board's agenda. The meetings during the year received the following reports:

- Minutes of the Joint Advisory Group meetings
- Updates to the Pensions Administration Strategy
- Proposed updates to the Funding Strategy Statement
- Register of Breaches of Law
- Local Government Pension Scheme updates
- 2021/22 WYPF Service Budget
- Training conferences and seminars
- Minutes of Investment Advisory Panel
- Report and Accounts
- Audit Plan
- 2021 Annual Benefit Statement Exercise
- Data Improvement Plan
- McCloud Planning
- Risk Register
- Communication Strategy
- Pensions Dashboard
- WYPF Pensions Administration report
- CEM Benchmarking

SECTION 3: LOCAL PENSION BOARD ANNUAL REPORT

Conclusion

This is the sixth report of the WYPF Pension Board I would like to thank all members of the board, our officers and advisers for their continued support and assistance.



Councillor S Lal Chair of WYPF Pension Board.

PENSIONS ADMINISTRATION REVIEW



Overview and legal status of West Yorkshire Pension Fund

West Yorkshire Pension Fund (WYPF) is part of the Local Government Pension Scheme (LGPS). The LGPS is a statutory scheme and benefits are paid under the provisions of the Local Government Pension Scheme Regulations 2013, the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 and other applicable legislation. The government issues local government pension scheme guidance and regulations through the Department for Leveling Up, Housing and Communities (DLUHC) and as such these have the force of law.

Administering authority

City of Bradford Metropolitan District Council is the administering authority for WYPF. Bradford Council's administering authority responsibilities are met by WYPF's in-house pensions administration and investment teams. WYPF's Pension Schemes Registration number with HMRC is 10041078. Contributing members of the scheme were contracted out of the State Second Pension until 5 April 2016 when the State Second Pension was abolished and replaced by a single-tier state pension. The result is that employers and members now pay full Class 1 National Insurance Contributions (NICs) and members will benefit from the single-tier state pension.

HMRC registration

HM Revenue and Customs (HMRC) has granted the scheme 'exempt approval' for the purposes of the Income and Corporation Taxes Act 1988. The scheme became a Registered Pension Scheme under Part 4 of Chapter 2 of the Finance Act 2004 with effect from 6 April 2006.

Fund activities during the year

Covid-19

The impact of the covid-19 pandemic has resulted in a number of changes to the way we have delivered our services to both members and employers in the pension fund.

Annual meetings in 2021/22

WYPF held its eighteenth annual meeting for scheme members on 27th October 2021 but due to the Covid-19 pandemic this was held as an online meeting. Pension fund members logged onto a video feed of the meeting.

The meeting was chaired by Councillor Andrew Thornton, chair of WYPF's Investment Panel and Joint Advisory Group. As usual, there were presentations from Rodney Barton, WYPF's director, and from the Fund's external investment advisers. Our employers' annual meeting was also held virtually on 28th October 2021. Topics covered were the pension fund valuation, and updates on the Fund including its investments and administration, and the general economic and financial market climate.

Employer training during 2021/22

During the summer of 2020 we launched our employer webcasts under the heading 'Training Tuesdays'. These replaced our popular half-day workshops and allowed us to continue offering employers training throughout the year. The webcasts were also recorded and available on demand on our employer website. The following topics are covered using webcasts and online training tools:

- Understanding Assumed Pensionable Pay
- Pension Statement Blocks and Quarantines
- Completing your March return
- Exception reports
- Final pay - the deep dive
- Managing absences in the LGPS
- March return - steps to success
- Managing your contacts
- Online forms
- Processing Pension Statement
- Term time only or not!
- The ill health process
- Understanding Additional Pension Contributions

SECTION 4: PENSIONS ADMINISTRATION REVIEW

- Understanding Assumed Pensionable Pay (APP)
- Understanding Cumulative Pensionable Pay (CPP)
- Understanding Employer costs
- Understanding employer discretion
- Understanding final pay
- Understanding pay protection in the LGPs
- Using the employer portal
- Valuation and the importance of your data

In the second half of the year we began working with our second London Borough, Barnet Pension Fund, and over the autumn we held extensive employer training sessions to help the employers with the on-boarding process.

Member engagement during 2021/22

We've continued to work with our pre-retirement partner Affinity Connect to offer two hour courses to members covering the financial and emotional aspects of retiring. Like our employer training, this has moved online this year with plans to move to a hybrid delivery model once the pandemic has passed. This year was also notable as we restructured our Employer Relations and Communications functions splitting the responsibilities into two dedicated teams in WYPF.

Pension Increase 2021/22

Each year, WYPF pensioners receive an annual increase in accordance with pension increase legislation. The increase is linked to movements in the Consumer Price Index (CPI) in September each year. Deferred member benefits are also increased by CPI. For the financial year 2021/22 the CPI of 0.5% for September 2020 was applied on 6 April 2021.

Pension administration and cost 2021/22

As in previous years, the workload of the pension administration section continued to increase and, member numbers continued to rise, particularly with the addition of new clients. WYPF's service delivery continues to be underpinned by our accreditation to the International Organisation for Standardisation - ISO 9001:2000. Our quality management systems ensure that we are committed to providing the best possible service to customers, and will continue to ensure that we deliver best value to all our stakeholders. The latest published data for all LGPS funds administration costs shows that WYPF's pensions administration cost per member is £13.46. This is the 5th lowest cost amongst 85 LGPS funds and well below the national average of £24.16.

WYPF achieved accreditation for ISO27001 Information Security Management System Certification (ISMS). This accreditation is particularly important to us, highlights our continued commitment to information security and provides assurance to our customers that we have the ability to protect their data and reputation at all times.

Shared service

Our shared service partnership continues to flourish with the addition of four new Fire and Rescue Service clients. This brings the total number of Fire Authorities we provide administration for to twenty three and three LGPS partnership - Lincolnshire Pension Fund, Hounslow Pension Fund and Barnet Pension Fund.

Data quality

The Fund is required to report on the data quality to the Pensions Regulator as part of the annual scheme returns. The Pensions Regulator has set a target of 100% accuracy for common data.

| Data Type | % |
|-------------------|--------|
| Forename | 100.00 |
| Surname | 100.00 |
| Membership status | 99.98 |
| Date of birth | 100.00 |
| NI number | 97.75 |
| Postcode | 99.96 |
| Address | 96.59 |

Work continues to be undertaken to improve address data and this work will continue over the next 12 months and beyond since members continue to change address without informing the fund.

SECTION 4: PENSIONS ADMINISTRATION REVIEW

Communications

Our Contact Centre has remained closed to visitors and we have continued to provide a full telephone service. Contact through emails and our secure member portal has increased as a result.

One hundred percent of annual pension benefit statements for active and deferred members were produced on time by the deadline of 31 August 2021 giving members information on their benefits accrued to date and what their potential benefits will be at retirement age, as well as other useful information.

Regular newsletters continue to be issued to our members to keep them informed of important pensions news.

MyPension

With the new WYPF members' web service 'MyPension' members can view their pension record and statements, update personal details, tell us they have moved house and more. Members are being encouraged to sign up as we move to more online communications. Enhancements to be introduced shortly include the facility for members to run their own estimate of retirement benefits calculations.

Pensions Age Awards

WYPF was shortlisted under the following categories:

- DB Pension Scheme of the Year
- Pension Scheme Communication Award
- Pensions Administration Award

European Pension Awards

WYPF was shortlisted under the following categories:

- European Pension Fund of the Year
- Pension Fund Communication Award
- Pension scheme Administrator of the Year

Disaster recovery and risk management monitoring

- WYPF uses Bradford Council's pair of geographically separated data centres, which are 3.2km apart. Both purpose-built data centres are protected by redundant power (UPS), a backup generator and cooling.
- The data centres are connected by point-to-point council-owned fibre runs. Data centres have secure access systems and are monitored 24/7 by Bradford's CCTV Unit.
- Both sites are permanently live and accessible by our internal end-users who are networked to the sites via diverse fibre cable routes.
- Where possible, servers are virtualised, using Microsoft Hyper-V. The servers and data are replicated between the Hyper-V hosts at both sites to ensure a short recovery time.
- Data is backed up to disk medium in a 24-hour cycle and written to tape archive on robotic tape libraries at both sites. An encrypted archive copy is sent to a dedicated offsite storage facility every week.
- WYPF's server, disk and core network infrastructure is monitored for errors and warnings, and these generate a ticket on the WYPF IT ITIL system for investigation and resolution.
- Critical data stores are also replicated at disk level between sites. In the event of serious system failures, WYPF would re-provision testing hardware and the infrastructure environment for live running.

In the event of WYPF office accommodation becoming unavailable, staff will be relocated to other council offices or our Lincoln office, or work remotely. WYPF is covered by the council's comprehensive disaster recovery plan for the email, web, phone, network and SAP services they deliver for us.

SECTION 4: PENSIONS ADMINISTRATION REVIEW

Social media

WYPF's Facebook and Twitter accounts were launched in November 2014 to encourage members of all ages to engage more with the fund.

https://twitter.com/wypf_lgps

<www.facebook.com/westyorkshirepensionfund>

Privacy policy

Our privacy policy can be found on our website using the link below:

www.wypf.org.uk/privacy

FINANCIAL MANAGEMENT AND PERFORMANCE



SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Financial Performance – analytical review

The following table identifies movements in the fund account based on expenditure between 31 March 2021 and 31 March 2022 and provides reasons for variances. The full financial statements are within section 10 – Statement of accounts of this document.

Statutory accounts financial performance variance 2022 versus 2021

Table A – dealing with members and employers

| Dealings with members, employers and others directly involved in the fund | 31-Mar-22 £000 | 31-Mar-21 £000 | Variance £000 | Notes on significant variances |
|---|-------------------|-------------------|------------------|--|
| Contributions receivable | 475,463 | 480,170 | -4,707 | Increased number of active members, average employer rate has reduced. |
| Transfers In | 32,012 | 26,934 | 5,078 | Increased number of new members joining WYPF employers and transferring their pension savings to WYPF. |
| Non-statutory pensions and pensions increases recharged | 20,171 | 21,019 | -848 | No significant change, non statutory pension payment will continue to reduce. |
| Benefits payable | -591,305 | -550,077 | -41,228 | Increased number of members in receipt of pension benefits. |
| Non-statutory pensions and pensions increase | -20,171 | -21,019 | 848 | No significant change, non statutory pension payment will continue to reduce. |
| Payments to and on account of leavers | -19,993 | -23,373 | 3,380 | Reduction in number of members leaving WYPF employers and transferring their pension savings from WYPF. |
| Management expenses | -10,455 | -10,002 | -453 | Impact of home working and direct result of Covid-19 pandemic. In addition there has been a small increase in the level of expenditure on investment transactions and costs. |

Table B – fund assets performance

| Returns on investments | 31-Mar-22 £000 | 31-Mar-21 £000 | Variance £000 | Notes on significant variances |
|---|-------------------|-------------------|-------------------|--|
| Investment income | 425,221 | 361,159 | 64,062 | Increased dividend payout from companies across the UK and overseas. |
| Taxes on income | -9,143 | -7,919 | -1,224 | Increased tax deducted at source, direct result of increased dividend payout from companies across the UK and overseas. |
| Profit and losses on disposal and changes in value of investments | 1,275,543 | 2,833,734 | -1,558,190 | Positive market value of assets during reporting year. |
| Stock lending | 1,871 | 2,278 | -407 | Negative impact of changes in stocklending duration and collateral structures. There is also depressed demand for stocklending due to the market impact of Covid-19 pandemic of 2020/21. |
| Net return on investments | 1,693,492 | 3,189,252 | -1,495,760 | Positive market impact on investment asset values. |
| Net increase/(decrease) in the net assets | 1,579,214 | 3,112,904 | -1,553,690 | Positive market increases on investment asset values. |
| Opening net assets of the fund | 16,327,202 | 13,214,298 | 3,112,904 | Positive market increases after the unprecedented loss of asset value due to Covid-19 in 2019/20. |
| Closing net assets of the fund | 17,906,416 | 16,327,202 | 1,579,214 | 9.67% increase in value of fund as at 31 March 2022. |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Fund account three-year forecast and two-year outturn

The table below shows a three-year budget estimate 2021/22 to 2024/25 and outturn figures for 2020/21 and 2021/22

| Fund account – estimates and actuals | 2024/25 | 2023/24 | 2022/23 | 2021/22 | 2021/22 | 2020/21 |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | Estimate | Estimate | Estimate | Estimate | Outturn | Outturn |
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Dealings with members, employers and others directly involved in the fund | | | | | | |
| Contributions receivable | 499,700 | 494,800 | 489,900 | 485,000 | 475,463 | 480,170 |
| Transfers in | 28,100 | 27,800 | 27,500 | 27,200 | 32,012 | 26,934 |
| Non-statutory pensions and pensions increases recharged | 21,800 | 21,600 | 21,400 | 21,200 | 20,171 | 21,019 |
| Total income from members and employers | 549,600 | 544,200 | 538,800 | 533,400 | 527,646 | 528,123 |
| Benefits payable | | | | | | |
| Benefits payable | -668,600 | -636,800 | -606,500 | -577,600 | -591,305 | -550,077 |
| Non-statutory pensions and pensions increase | -25,600 | -24,400 | -23,200 | -22,100 | -20,171 | -21,019 |
| Payments to and on account of leavers | -28,400 | -27,000 | -25,700 | -24,500 | -19,993 | -23,373 |
| Total payments to members | -722,600 | -688,200 | -655,400 | -624,200 | -631,469 | -594,469 |
| Management expenses | | | | | | |
| Management expenses | -14,700 | -14,000 | -13,300 | -12,685 | -10,455 | -10,002 |
| Returns on investments | | | | | | |
| Investment income | 439,000 | 418,100 | 398,200 | 379,200 | 425,221 | 361,159 |
| Taxes on income | -9,600 | -9,100 | -8,700 | -8,300 | -9,143 | -7,919 |
| Profit and losses on disposal of and changes in value of investments | 578,900 | 551,300 | 525,000 | 500,000 | 1,275,543 | 2,833,734 |
| Stock lending | 2,700 | 2,600 | 2,500 | 2,400 | 1,871 | 2,278 |
| Net return on investments | 1,011,000 | 962,900 | 917,000 | 873,300 | 1,693,492 | 3,189,252 |
| Net increase in the net assets available for benefits during the year | 823,300 | 804,900 | 787,100 | 769,815 | 1,579,214 | 3,112,904 |
| Opening net assets of the | 19,498,416 | 18,693,516 | 17,906,416 | 16,327,202 | 16,327,202 | 13,214,298 |
| Closing net assets of the fund | 20,321,716 | 19,498,416 | 18,693,516 | 17,097,017 | 17,906,416 | 16,327,202 |
| % Increase in net assets | 4.22% | 4.31% | 4.40% | 4.71% | 9.67% | 23.56% |

Estimates are based on straight line projection of outturn figures in previous years, adjusted for the fund's operational activities, with the exception of management expenses which are based on current costs of operational activities and our business plans.

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Management expenses forecast and outturn report

The table below gives the management cost forecast for 2021/22 to 2024/25 and outturn figures for 2020/21 and 2021/22.

| | 2024/25 | 2023/24 | 2022/23 | 2021/22 | 2021/22 | 2021/22 | 2020/21 |
|--|---------------|---------------|---------------|---------------|---------------|--------------|---------------|
| | Estimate | Estimate | Estimate | Estimate | outturn | Variance | outturn |
| | £000 | £000 | £000 | £000 | £000 | £000 | £000 |
| Expenditure | | | | | | | |
| Accommodation | 400 | 380 | 360 | 347 | 301 | 46 | 350 |
| Actuarial costs | 430 | 410 | 390 | 370 | 189 | 181 | 337 |
| Computer costs | 1,680 | 1,600 | 1,520 | 1,451 | 1,351 | 100 | 1,307 |
| Employee costs | 9,930 | 9,460 | 9,010 | 8,580 | 8,160 | 420 | 6,877 |
| Internal recharges from Bradford Council | 540 | 510 | 490 | 463 | 459 | 4 | 453 |
| Printing and postage | 590 | 560 | 530 | 506 | 373 | 133 | 496 |
| Other running costs | 1,220 | 1,160 | 1,100 | 1,045 | 1,046 | -1 | 927 |
| Investment transaction costs | 3,030 | 2,890 | 2,750 | 2,616 | 1,333 | 1,283 | 1,496 |
| Total expenditure | 17,820 | 16,970 | 16,150 | 15,378 | 13,212 | 2,166 | 12,243 |
| Income | | | | | | | |
| Shared service income | -2,920 | -2,780 | -2,650 | -2,528 | -2,543 | 15 | -2,017 |
| Other income | -240 | -230 | -220 | -205 | -214 | 9 | -224 |
| Total income | -3,160 | -3,010 | -2,870 | -2,733 | -2,757 | 24 | -2,241 |
| Total | 14,660 | 13,960 | 13,280 | 12,645 | 10,455 | 2,190 | 10,002 |

Estimates shown above are based on current costs of operational activities and our current and future business plans. Variances between the revised estimate and outturn for 2021/22 are mainly due to:

- **Accommodation costs:** £46k underspend. Reduction in spend direct impact of staff working from home, due to Covid-19.
- **Actuarial costs:** £181k underspend on actuarial services due to improved cost control, improved IAS19 reporting and employer cost recharges carried out in time.
- **Computer costs:** £100k underspend due to investment in computers and systems being less than expected.
- **Employee costs:** £420k underspent against budget due to a number of vacant posts remained difficult to fill in 2021/22.
- **Internal recharges:** £4k underspend. Payment to Bradford Council for services provided to West Yorkshire Pension Fund for ICT, payroll, legal services and other corporate services.
- **Printing and postage:** £133k underspend as a direct result of increased use of digital services.
- **Other running costs:** £1k overspend.
- **Investment transaction costs:** £1,283k underspend. Continuing direct impact of Covid-19 resulting in a reduced number of investment transactions in 2021/22.
- **Total income:** £24k underspend. All charges to our shared service partners are based on actual total cost and number of members at the year-end for each service partner. The total cost increased due to the increased cost of system developments due to regulatory changes.

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Participating employers

Analysis of employers summarised by type

There were 433 active employers at the end of the financial year. A total of 30 employers ceased their membership of the fund during the year, converted to academy status or joined multi-academy trusts. A total of 463 employers were active employers during the year.

| Employers | 2021/22 | 2021/22 | 2021/22 | 2020/21 |
|----------------|------------|-----------|------------|------------|
| | Active | Ceased | Total | Total |
| Admitted body | 121 | 23 | 144 | 177 |
| Scheduled body | 312 | 7 | 319 | 265 |
| Total | 433 | 30 | 463 | 442 |

Analysis of contributions received on time and late

The table below shows the value of pension contributions received both on time and late. West Yorkshire Pension Fund receives contributions from active employers every month averaging £40m per month. Contribution payment from employers is due by the 19th of the month following the payroll month. Contributions received late were late by less than one month; therefore, no statutory late payment interest was charged.

| Contribution payment performance | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2020/21 | 2020/21 |
|----------------------------------|----------------|-----------------|--------------|--------------|-------------|--------------|-------------|
| | Total | Received | Received | Received | Received | Received | Received |
| | £000 | on time £000 | on time % | late £000 | late % | late £000 | late % |
| Employer contributions | 340,809 | 340,678 | 99.96 | 131 | 0.04 | 2,913 | 0.80 |
| Employee contributions | 134,654 | 134,605 | 99.96 | 49 | 0.04 | 1,152 | 0.90 |
| Total | 475,463 | 475,283 | 99.96 | 180 | 0.04 | 4,065 | 1.70 |

Data governance and monthly returns

Since April 2014 all employers who participate in the fund have been required to submit a detailed monthly return to WYPF for staff who are active members in the fund. The information collected each month includes members' data and contribution payments made to the fund. The data is used to update members' records on the pension administration system and as a means of reconciling contribution income received monthly.

The monthly data return process is the cornerstone of our award winning data governance process. The process has improved data governance and operational efficiency, and removed the need for a number of year-end reconciliation projects. Data posting and cash reconciliation from employers to members' records and cash accounts are daily business as usual processes. This is enabling us to manage very strong pension regulatory compliance performance management.

| Monthly returns performance data | 2021/22 | % | 2020/21 | % | 2019/20 | % | 2018/19 |
|--|-----------|-------|-----------|---------|-----------|---------|-----------|
| Number of returns expected in the year from all employers | 11,400 | 100.0 | 9,822 | 100.000 | 5,640 | 100.000 | 6,015 |
| Number of returns received by 19 April | 11,100 | 97.4 | 9,798 | 99.756 | 5,497 | 97.465 | 6,015 |
| Number of returns not received by 31 May | 300 | 2.6 | 24 | 0.244 | 8 | 0.142 | 0 |
| Returns processed within 10 working days | 9,992 | 87.6 | 9,193 | 93.596 | 5,375 | 95.301 | 5,465 |
| Number of records on return | 1,680,170 | 100.0 | 1,553,903 | 100.000 | 1,211,489 | 100.000 | 1,205,499 |
| Number of new member records set up using monthly return | 29,375 | 0.0 | 21,005 | 0.014 | 20,493 | 0.0 | 20,493 |
| Number of leaver notifications processed using monthly returns | 15,105 | 0.0 | 9,865 | 0.006 | 11,492 | 0.0 | 11,492 |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Employers who made contributions to the fund during 2021/22

| Participating employers | | |
|---|--|--|
| Bradford M.D.C | Birstall Primary Academy | Caterlink Limited (Ireland Wood Primary School) |
| Calderdale M.B.C | Blessed Christopher Wharton Academy Trust | Cbre Managed Services Limited |
| Kirklees M.C | Blessed Peter Snow Catholic Academy Trust (Calderdale) | Chief Constable For West Yorkshire |
| Leeds City Council | Blessed Peter Snow Catholic Academy Trust (Kirklees) | Christchurch C E Academy |
| Wakefield M.D.C | Bolton Brow Primary Academy | Churchill Contract Services (B B G Academy) |
| Abbey Multi Academy Trust | Boothroyd Primary Academy | Churchill Contract Services (Bradford College Security) |
| Absolutely Catering Limited (Batley Mat) | Bradford Academy | Churchill Contract Services (Bradford College) |
| Absolutely Catering Ltd (Bgs) | Bradford College | Churchill Contract Services (Outwood Grange Academies Trust) |
| Accomplish Mat | Bradford Diocesan Academies Trust | Churchill Contract Services (Share Mat) |
| Accord Multi Academy Trust | Bradford District Credit Union | Churchill Contract Services Ltd (West Yorkshire Fire & Rescue) |
| Ackworth Parish Council | Bradshaw Primary School | Clappgate Primary School |
| Active Cleaning Ltd (Crofton Academy) | Bramley St Peters C Of E School | Clayton Parish Council |
| Addingham Parish Council | Brighouse Academy | Coalfields Regeneration Trust |
| Adel St John The Baptist C E (V A) Primary School | Brighouse High School | Cockburn Multi Academy Trust |
| Affinity Trust | Brighter Futures Academy Trust | Collaborative Learning Trust |
| Aireborough Learning Partnership Trust | Brigshaw Learning Partnership | Collingham Lady Elizabeth Hastings |
| Alder Tree Primary Academy (Wrat) | British Gas Social Housing Ltd | Community Accord |
| All Saints C E J & I School | Brodetsky Jewish (V A) Primary School | Compass (Leeds Pfi Schools) |
| All Saints Richmond Hill Church Of England Primary School | Bronte Academy Trust | Compass Contract Services (Laisterdyke) |
| Amey Community Ltd Bradford Bsf Phase 2 Fm Services | Brooksbank School Sports College | Compass Contract Services (Northern Education Trust) |
| Amey Community Ltd Fm Services | Bullough Contract Services (Leeds City College) | Compass Contract Services (St John Fishers) |
| Amey Infrastructure Services Ltd (Wakefield) | Bulloughs Cleaning Services Limited (Wrat) | Compass Contract Services (Uk) (Pontefract Academies Trust) |
| Apcoa Parking (Uk) Limited | Burley Parish Council | Compass Contract Services (Uk) Ltd |
| Appleton Academy | Burnley Road Academy | Compass Contract Services (Westborough High School) |
| Aramark Limited | Buttershaw Business And Enterprise College | Compass Contract Services (Whetley Academy) |
| Aramark Limited (Greenhead College) | C And K Careers Ltd | Consultant Cleaners Limited (Westborough High School) |
| Arcadis (Uk) Ltd | Cafcass | Cookridge Holy Trinity C E Primary School |
| Arts Council England | Calder High School | Corpus Christi Catholic Primary School |
| Aspens Services Ltd | Calderdale College | Cottingley Primary Academy |
| Aspens Services Ltd (Appleton Academy) | Calverley C Of E Primary School | Craft Centre & Design Gal. Ltd |
| Aspens Services Ltd (Oasis Academy) | Cardinal Heenan Catholic High School | Creative Support Limited |
| Aspire Community Benefit Society Ltd | Care Quality Commission | Crescent Purchasing Ltd |
| Aspire-Igen Group Ltd | Carlton Academy Trust | Crigglistone St James Ce Primary Academy |
| Atalian Servest (Mast Academy Trust) | Carr Manor Community School | Crofton Academy |
| Baildon Town Council | Carroll Cleaning Co Ltd (Lapage Primary School) | Crossley Hall Primary School |
| Bankside Primary School | Carroll Cleaning Company (Nessfield Primary School) | Crossley Street Primary School |
| Bardsey Primary Foundation School | Carroll Cleaning Company Limited (Frizinghall) | Crow Lane Primary And Foundation Stage School |
| Barnardos Askham Grange Prison | Carroll Cleaning Company Limited (Thornbury) | Darrington C Of E Primary School |
| Basketball England | Carroll Cleaning Company Ltd (Birkenshaw Primary School) | Deighton Gates Primary Foundation School |
| Batley Grammar School (Batley M.A.T.) | Carroll Cleaning Company Ltd (Holy Trinity Primary) | Delta Academies Trust |
| Batley Multi Academy Trust | Carroll Cleaning Company Ltd (Peel Park Primary School) | Denby Dale Parish Council |
| Beckfoot Trust | Carroll Cleaning Company Ltd (Saltaire Primary) | Dixons Academies Charitable Trust Ltd |
| Beeston Hill St Lukes C E Primary School | Carroll Cleaning Company Ltd (Southmere Primary Academy) | Dolce Limited (Bishop Konstant C.A.T) |
| Beeston Primary Trust | Carroll Cleaning Company Ltd (St Johns Wakefield) | East North East Homes Leeds |
| Belle Isle Tenant Management Org | Carroll Cleaning Company Ltd (Wakefield) | Ebor Gardens Primary Academy |
| Bid Services | Carroll Cleaning Company Ltd (Whetley) | Elements Primary School |
| Bingley Grammar School | Castleford Academy Trust | Elevate Multi Academy Trust |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

| Participating employers | | |
|---|---|---|
| Elite Cleaning And Environmental Services Ltd | Ilkley Parish Council | Littletown Junior School |
| Engie Services Ltd | Impact Education Multi Academy Trust | Locala |
| Enhance Academy Trust | Incommunities | Locala (Calderdale) |
| Enviroserve (Priestley Academy Trust) | Innovate Services Ltd (Crossflatts) | Longroyde Junior School |
| Enviroserve (Victoria Primary Academy) | Inspire Partnership Multi Academy Trust | Luddendenfoot Academy |
| Ethos Academy Trust | Interaction And Communication Academy Trust | Making Space |
| Evolve Academy (Ethos Academy Trust) | Interaction And Communication Academy Trust (High Park) | Manston St James Academy |
| Exceed Academies Trust | Interserve (Facilities Management) Ltd (W Y Police Cleaning Contract) | Mast Academy Trust |
| Fairfield School | Iqra Academy (Feversham Education Trust) | Meanwood C E (Va) Primary School |
| Falcon Education Academies Trust | John Smeaton Academy | Mears Ltd (South) |
| Feversham Education Trust | Joseph Norton Academy | Mears Ltd (West) |
| Feversham Primary Academy | Keelham Primary School | Mellors Catering Services (Share Mat) |
| Fieldhead Junior Infant And Nursery Academy | Keepmoat Property Services Limited | Mellors Catering Services (Southfield Grange) |
| Fleet Factors Ltd | Keighley Town Council | Mellors Catering Services Limited (Exceed Academies Trust) |
| Foxhill Primary School | Khalsa Science Academy | Mellors Catering Services Limited (Heckmondwike Grammar School) |
| Freeston Academy | Killinghall Primary School | Mellors Catering Services Limited (Pennine Academies Trust) |
| Future Cleaning Services Limited (Calder High) | King James'S School | Mellors Catering Services Ltd (Cavendish Primary) |
| Golcar Junior Infants And Nursery School | Kings Science Academy | Mellors Catering Services Ltd (Wrat) |
| Great Heights Academy Trust | Kirkburton Parish Council | Meltham Town Council |
| Greenhead Sixth Form College | Kirklees Active Leisure | Menston Parish Council |
| Groundwork Leeds | Kirklees Citizens Advice And Law Centre | Micklefield Parish Council |
| Groundwork Wakefield | Kirklees College | Minsthorpe Academy Trust |
| Grove House Primary School | Kirkstall St Stephens C E (Va) Primary School | Mirfield Free Grammar School |
| Guiseley Infants | Lady Elizabeth Hastings School | Mitie Catering Services Limited |
| Guiseley School | Laisterdyke Leadership Academy | Mitie Fm Ltd |
| Halifax Opportunities Trust (Calderdale) | Lane End Primary Trust | Mitie Fm Ltd (P.C.C For West Yorkshire) |
| Hanson School | Learning Accord Multi Academy Trust | Mitie Integrated Services Ltd |
| Hawsworth C E (Va) Primary School | Leeds Appropriate Adult Service | Mitie Limited (Leeds Schools Pfi) |
| Hebden Royd Town Council | Leeds Arts University | Mitie Pfi Limited |
| Heckmondwike Gs Academy Trust | Leeds Beckett University | Moorlands Learning Trust |
| Heckmondwike Primary School | Leeds C.A.B. | Morley Academy |
| Hemsworth Town Council | Leeds Centre For Integrated Living | Mount St Marys Catholic High School |
| Hepworth Gallery Trust | Leeds City Academy | Mountain Healthcare Ltd (W Y Police) |
| Hf Trust Limited | Leeds City College | Myrtle Park Primary School |
| Hill Top First School | Leeds College Of Building | N.I.C. Services Group Limited (Middleton St Marys Leeds) |
| Hillcrest Academy | Leeds College Of Music | National Coal Mining Museum For England |
| Hipperholme And Lightcliffe High School Academy | Leeds East Primary Partnership Trust | Nell Bank Charitable Trust |
| Holme Valley Parish Council | Leeds Grand Theatre & Opera Hse | New Collaborative Learning Trust |
| Holy Family Catholic (Va) Primary School | Leeds Jewish Free School | Ninelands Primary School |
| Holy Trinity Primary C Of E Academy | Leeds Metropolitan University | Normanton Town Council |
| Horbury Academy | Leeds North West Education Partnership | Norse Group Limited (Wellspring Academy Trust) |
| Horbury Bridge Ce J And I School | Leeds Society For The Deaf & Blind | North Halifax Grammar Academy |
| Horsforth School Academy | Leeds Trinity University | North Halifax Partnership Ltd |
| Horsforth Town Council | Leodis Academies Trust | North Huddersfield Trust School |
| Horton Housing Association (Bradford) | Liberty Gas Outer West | Northern Ambition Academies Trust |
| Huddersfield New College | Liberty Gas West | Northern Education Trust |
| Hugh Gaitskell Primary School Trust | Lidget Green Community Co-Operative Learning Trust | Northern Sch.Of Contemp Dance |
| Humankind Charity (Leeds) | Lightcliffe C. E. J & I School | Northern Star Academies Trust |
| Hunslet St Josephs Catholic (Va) Primary School | Lighthouse School | Northorpe Hall Child And Family Trust |
| Hutchison Catering Ltd (Guiseley School) | Lindley C E Infant Academy | Notre Dame Sixth Form College |
| I S S Facility Services Ltd | Lindley Junior School Academy Trust | Nps Leeds Limited |
| I S S Mediclean Ltd | Littlemoor Primary | Nurture Academies Trust |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

| Participating employers | | |
|--|---|--|
| Nurture Academies Trust (Dolce) | Salendine Nook Academy Trust | The Anah Project |
| Oasis Academy Lister Park | Salterlee Academy Trust | The Bishop Konstant Catholic Trust |
| Old Earth Academy | Scout Road Academy | The Bishop Wheeler Catholic Academy Trust |
| One In A Million Free School | Sea Fish Industry Authority | The Co-Operative Academies Trust |
| Open College Network Yorks & Humber (Trading As Certa) | Servest (B B G Academy) | The Crossley Heath Academy Trust |
| Ossett Trust | Share Multi Academy Trust | The Crossley Heath School |
| Otley Town Council | Shibden Head Primary Academy | The Family Of Learning Trust |
| Our Lady Of Good Counsel Catholic Primary School | ShIPLEY College | The Farnley Academy |
| Outwood Academy Freeston | ShIPLEY Town Council | The Gorse Academies Trust |
| Outwood Academy Hemsworth | Shirley Manor Primary Academy | The Lantern Learning Trust |
| Outwood Academy Wakefield City | Sitlington Parish Council | The Mfg Academies Trust |
| Outwood Grange Academy | Skills For Care Limited | The Police And Crime Commissioner For West Yorkshire |
| Outwood Primary Academy Bell Lane | Sodexo Ltd | Thornhill Junior And Infant School |
| Outwood Primary Academy Kirkhamgate | South Elmsall Town Council | Thornton Grammar School |
| Outwood Primary Academy Ledger Lane | South Hiendley Parish Council | Thornton Primary School |
| Outwood Primary Academy Lofthouse Gate | South Kirkby And Moorthorpe Town Council | Thorp Arch Lady Elizabeth Hastings C E (Va) Primary School |
| Outwood Primary Academy Newstead Green | South Ossett Infants Academy | Tns Catering (Spta) |
| Outwood Primary Academy Park Hill | South Pennine Academies | Tns Catering Man Ltd (St Botolphs) |
| Owlcotes Multi Academy Trust | Southfield Grange Trust | Todmorden Town Council |
| Paddock Junior Infant And Nursery School | Spenn Valley High School | Together Housing Association Ltd (Greenvale) |
| Park Lane Learning Trust | Spie Ltd | Together Housing Association Ltd (Pennine) |
| Pennine Academies Yorkshire | Springwell Academy Leeds | Together Learning Trust |
| Pinnacle (W Y Police) | Sse Contracting Ltd | Tong High School |
| Pinnacle Fm Limited (Kirklees) | St Anne'S (Bradford) Community Services | Tong Leadership Academy |
| Pinnacle Fm Ltd | St Annes Catholic Primary Academy | Tranmere Park Primary |
| Polaris M.A.T | St Anne'S Community Services | Trinity Academy Halifax |
| Pontefract Academies Trust | St Anthonys Catholic (Va) Primary School | Turning Lives Around |
| Pool Parish Council | St Edwards Catholic (Va) Primary School | Turning Point |
| Possibilities Cic | St Francis Catholic Primary School | United Response |
| Priestley Academy Trust | St Francis Of Assisi Catholic (Va) Primary School | University Academy Keighley |
| Primrose Lane Primary Foundation School | St Gregory The Great Catholic Academy Trust | University Of Bradford |
| Progress To Change (Cardigan House) | St John'S (Ce) Primary Academy Trust | University Of Huddersfield |
| Progress To Change (Ripon House) | St John'S Approved Premises Limited | University Technical College Leeds |
| Pudsey Grangefield School | St John'S Primary Academy Rishworth | Vesta Management Group Ltd (Dane Royd J & I School) |
| Pudsey Southroyd Primary School Trust | St Josephs Catholic (Va) Primary School Wetherby | Victoria Primary Academy |
| Queensway Primary | St Josephs Rc Primary School (Todmorden) Rcat | W.Y. Fire & Rescue Authority |
| Rainbow Primary Leadership Academy | St Matthews C E Primary School | Wakefield & District Housing Ltd |
| Rawdon Parish Council | St Michael & All Angels J & I | Wakefield College |
| Red Kite Learning Trust (Harrogate Hr Hub) | St Nicholas Catholic Primary School | Waterton Academy Trust |
| Red Kite Learning Trust (Leeds East Hr Hub) | St Oswalds Church Of England Primary School | Wellspring Academy Trust |
| Reevy Hill Primary School | St Patricks Catholic (Va) Primary School | West North West Homes Leeds |
| Renewi Uk Services Limited | St Peters C E Primary School | West Yorkshire Combined Authority |
| Rodillian Multi Academy Trust | St Phillips Catholic Primary School | West Yorkshire Fra |
| Rook'S Nest Academy | St Therasas Catholic Primary School | West. Yorks. Police Civilian |
| Rothwell St Marys Catholic (Va) Primary School | Star Academies Trust | West. Yorkshire Ita |
| Roundhay St Johns C E (Va) Primary School | Strawberry Fields Primary School | West. Yorkshire P.T.E. |
| Royds Academy | Suez Recycling And Recovery Uk Limited | Westborough High School |
| Royds Learning Trust | Taylor Shaw (Rklt) | Westwood Primary School Trust |
| Rufford Park Primary | Taylor Shaw Limited (Gorse Academies Trust) | Wetherby High School |
| Russell Hall First School | Taylor Shaw Limited (Gorse At Elliott Hudson College) | Wetherby Town Council |
| Ryburn Valley High School | Taylor Shaw Ltd (Gorse Boston Primary School) | Whinmoor St Pauls C E Primary School |
| Ryhill Parish Council | Taylorshaw Ltd (Crossgates Beechwood Whitelaitth) | Whitehill Community Academy |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

| Participating employers | | |
|----------------------------|-----------------------------|-----------------------------------|
| William Henry Smith School | Worth Valley Primary School | Yeadon Westfield Infants |
| Wilsden Primary School | Wrat - Leeds East Academy | Yeadon Westfield Junior |
| Wolseley Uk Ltd | Wrat - Leeds West Academy | Yorkshire Purchasing Organisation |
| Woodside Academy | | |

Benefits paid

West Yorkshire Pension Fund pays almost 141,000 pensioners and beneficiaries with a gross pension payroll in excess of £56m each month for West Yorkshire members and pension members of pension funds participating in our shared services. Only West Yorkshire Pension Fund members are charged to the account in this financial statement.

Shared service provision

In addition to the local government pensions paid each month, West Yorkshire Pension Fund also provides a pensions administration and payroll service for the following organisations.

| | Service type | Shared service partners |
|----|--------------|--|
| 1 | LGPS | Lincolnshire LGPS |
| 2 | LGPS | LB Hounslow LGPS |
| 3 | LGPS | LB Barnet LGPS |
| 4 | FIRE | West Yorkshire Fire |
| 5 | FIRE | South Yorkshire Fire |
| 6 | FIRE | North Yorkshire Fire |
| 7 | FIRE | Humberside Fire |
| 8 | FIRE | Lincolnshire Fire |
| 9 | FIRE | Royal Berkshire Fire |
| 10 | FIRE | Buckinghamshire and Milton Keynes Fire |
| 11 | FIRE | Devon and Somerset Fire |
| 12 | FIRE | Dorset and Wiltshire Fire |
| 13 | FIRE | Tyne and Wear Fire |
| 14 | FIRE | Northumberland Fire |
| 15 | FIRE | Norfolk Fire |
| 16 | FIRE | Staffordshire Fire |
| 17 | FIRE | Hereford and Worcester Fire |
| 18 | FIRE | East Sussex Fire |
| 19 | FIRE | Durham and Darlington Fire |
| 20 | FIRE | Leicestershire Fire |
| 21 | FIRE | Nottinghamshire Fire |
| 22 | FIRE | Derbyshire Fire |
| 23 | FIRE | Cambridgeshire Fire |
| 24 | FIRE | Northamptonshire Fire |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

The combined shared service membership for the 2021/22 financial year is shown in the following table.

| Service type | Shared service partners | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2020/21 |
|--------------|---|----------------|----------------|---------------|----------------|--------------|---------------|----------------|----------------|
| | | Active | Pensioners | B'ficiaries | Deferred | Undecided | Frozen | Total | Total |
| | LGPS W Yorkshire PF | 104,891 | 92,906 | 11,804 | 86,657 | 1,624 | 9,915 | 307,797 | 298,307 |
| 1 | LGPS Lincolnshire LGPS | 24,389 | 23,398 | 2,521 | 25,683 | 580 | 2,560 | 79,131 | 76,770 |
| 2 | LGPS LB Hounslow LGPS | 6,780 | 6,971 | 909 | 7,744 | 140 | 1,381 | 23,925 | 23,466 |
| 3 | LGPS LB Barnet LGPS | 8,782 | 8,116 | 1,027 | 9,721 | 1,517 | 1,180 | 30,343 | 29,280 |
| 4 | FIRE West Yorkshire Fire | 997 | 2,060 | 345 | 294 | 4 | 4 | 3,704 | 3,702 |
| 5 | FIRE South Yorkshire Fire | 625 | 1,127 | 203 | 144 | 5 | 13 | 2,117 | 2,066 |
| 6 | FIRE North Yorkshire Fire | 680 | 531 | 93 | 410 | 4 | 12 | 1,730 | 1,633 |
| 7 | FIRE Humberside Fire Authority | 702 | 927 | 157 | 289 | 13 | 4 | 2,092 | 2,048 |
| 8 | FIRE Lincolnshire Fire | 590 | 343 | 64 | 651 | 46 | 37 | 1,731 | 1,631 |
| 9 | FIRE Royal Berkshire Fire | 427 | 459 | 55 | 212 | 7 | 3 | 1,163 | 1,129 |
| 10 | FIRE Buckinghamshire and Milton Keynes Fire | 379 | 401 | 77 | 352 | 19 | 6 | 1,234 | 1,189 |
| 11 | FIRE Devon and Somerset Fire | 1,535 | 1,287 | 187 | 1,122 | 17 | 18 | 4,166 | 4,079 |
| 12 | FIRE Dorset and Wiltshire Fire | 975 | 869 | 116 | 730 | 8 | 7 | 2,705 | 2,642 |
| 13 | FIRE Tyne and Wear Fire | 585 | 1,233 | 198 | 102 | 12 | 0 | 2,130 | 2,069 |
| 14 | FIRE Northumberland Fire | 278 | 325 | 51 | 223 | 7 | 3 | 887 | 830 |
| 15 | FIRE Norfolk Fire | 648 | 483 | 81 | 307 | 46 | 7 | 1,572 | 1,533 |
| 16 | FIRE Staffordshire Fire | 603 | 691 | 127 | 677 | 9 | 17 | 2,124 | 2,024 |
| 17 | FIRE Hereford and Worcester Fire | 594 | 469 | 73 | 385 | 13 | 4 | 1,538 | 1,459 |
| 18 | FIRE Durham and Darlington Fire | 465 | 525 | 99 | 233 | 0 | 0 | 1,322 | 1,323 |
| 19 | FIRE East Sussex Fire | 546 | 564 | 107 | 355 | 31 | 5 | 1,608 | 1,572 |
| 20 | FIRE Derbyshire Fire | 657 | 697 | 108 | 366 | 2 | 13 | 1,843 | 1,825 |
| 21 | FIRE Leicestershire Fire | 565 | 627 | 82 | 325 | 2 | 11 | 1,612 | 1,537 |
| 22 | FIRE Nottinghamshire Fire | 624 | 809 | 128 | 398 | 0 | 7 | 1,966 | 1,941 |
| 23 | FIRE Cambridgeshire Fire | 451 | 438 | 51 | 446 | 1 | 12 | 1,399 | 0 |
| 24 | FIRE Northamptonshire Fire | 380 | 384 | 56 | 292 | 6 | 15 | 1,133 | 0 |
| | Total | 158,148 | 146,640 | 18,719 | 138,118 | 4,113 | 15,234 | 480,972 | 464,055 |

Pension overpayment

Occasionally pensions are paid in error. When this happens, we have processes in place to recover the overpayments. The table below shows a summary of the value of the overpayments involved. Every effort is made to recover these, whilst managing the financial and social impact on overpaid pensioners.

| Overpayments | 2021/22 | 2020/21 | 2019/20 | 2018/19 | 2017/18 | 2016/17 |
|--------------------------|---------|---------|---------|---------|---------|---------|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| Annual payroll | 479,575 | 460,802 | 443,432 | 415,664 | 402,710 | 393,313 |
| Overpayments | 409 | 423 | 331 | 626 | 76 | 315 |
| Overpayments written off | 0 | 0 | 27 | 7 | 7 | 17 |
| Overpayments recovered | 175 | 270 | 62 | 359 | 161 | 217 |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

The table below shows a summary of transactions processed during the year.

| Analysis of overpayments | 2021/22 | 2020/21 | 2019/20 | 2018/19 | 2017/18 | 2016/17 |
|--------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Number | No. of payments | No. of payments | No. of payments | No. of payments | No. of payments | No. of payments |
| Pensions paid | 1,227,740 | 1,173,770 | 1,160,604 | 1,096,524 | 1,042,404 | 1,036,008 |
| Cases overpaid | 435 | 375 | 295 | 365 | 54 | 479 |
| Cases written off | 0 | 0 | 36 | 6 | 29 | 18 |
| Cases recovered | 317 | 295 | 225 | 270 | 262 | 332 |

Fraud prevention – National Fraud Initiative

West Yorkshire Pension Fund takes part twice a year in the National Fraud Initiative (NFI). The data that is submitted by the fund includes pensioners, beneficiaries and deferred member information for LGPS and fire services pension members managed by the fund.

A summary of the five-year results of these exercises is shown below.

| | Number of records sent | Number of mismatches | Number of mismatches % | Overpay-ments | Overpay-ments % | Possible Frauds | Mismatches carried forward at 31 March |
|---------|------------------------|----------------------|------------------------|---------------|-----------------|-----------------|--|
| 2021/22 | 288,636 | 1,685 | 0.60 | 15 | 0.01 | 0 | 22 |
| 2020/21 | 286,429 | 963 | 0.34 | 4 | 0.00 | 0 | 1 |
| 2019/20 | 277,293 | 3,845 | 1.40 | 17 | 0.01 | 2 | 10 |
| 2018/19 | 260,387 | 3,339 | 1.28 | 3 | 0.00 | 2 | 2 |
| 2017/18 | 229,994 | 518 | 0.23 | 35 | 0.02 | 2 | 10 |
| 2016/17 | 224,122 | 1,425 | 0.64 | 5 | 0.00 | 4 | 5 |
| 2015/16 | 219,313 | 868 | 0.40 | 61 | 0.03 | 3 | 10 |

Internal audits completed during 2021/22

The internal audit function for the West Yorkshire Pension Fund is carried out by Bradford Council; each year an agreed number of planned audits are performed on financial systems and procedures across the organisation. Listed below is a summary of reviews that were carried out during the financial year 2021/22.

Life Existence/Certificates

A completed Life Certificate is requested from pension beneficiaries to provide confirmation that they are still alive and therefore still meet entitlement to such benefits. This process is complemented by the use of mortality screening and the use of National Fraud Initiative data in confirming continuing existence. The audit found the standard of control around this process to be good with a small number of recommendations for improvement.

Northern LGPS Collaborative Work – Common Custodian Arrangements

As part of the formation of the Northern LGPS, a procurement exercise was carried out to appoint a common custodial service provider, which resulted in the appointment of the Northern Trust Bank as common custodian provider to the Northern LGPS. This audit was a high level review of the arrangements which surrounded the use of the Northern Trust Bank as common custodian provider and was undertaken in collaboration with Internal Audit colleagues at Tameside Council (Greater Manchester Pension Fund) and Wirral Council (Merseyside Pension Fund). The arrangements were found to be of a good standard with one recommendation for improvement being made.

Accuracy of Contributions Recorded on Member Records – Follow Up

WYPF changed to a monthly contributions postings process several years ago with the aim of simplification, systems integration, increased data accuracy and complete up to date member's records. This audit was undertaken as a follow up of the original audit carried out in 2019/20 to assess progress of the remedial action required. Whilst progress had been made, recommendations were made to further assist in this process.

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Transfers In

This work looked at individuals who had built up previous pension benefits in their former employments and now wished to amalgamate them with their new West Yorkshire Pension Fund contributions. The standard of control in this area was found to be of an excellent standard with no recommendations required.

Review of the West Yorkshire Pension Fund 2020/21 Accounts

This is an annual account review process, which ensures the final account is consistent with internal control reviews carried out by our Internal Audit Team during the year.

Local Government Scheme Contributions

This audit looked at both the employer and employee contributions remitted by each employer on a monthly basis, and also income received in respect of early retirements and unfunded benefits. The control environment was largely as expected with two suggested actions for improvement provided.

Equities

Since November 2019, all quoted investments are now held under the custody of the Northern Trust Bank (previously HSBC), and represent a significant proportion of the West Yorkshire Pension Fund investment portfolio, the annual audit review of this asset class found the process to be generally well controlled with two recommendations for improvement being made.

New Pensions and Lump Sums – Death Benefits

This audit examined the calculation of the death benefits following the death of an active/deferred member or pensioner. The control environment for this process was found to be excellent.

Purchase of Additional Pension

Active members of the West Yorkshire Pension Fund are able to choose to increase their future pension benefits by purchasing additional pension to a maximum of £7,316 over a flexible number of years. The standard of control in this process was found to be excellent with no recommendations for improvement required.

Stock Lending

Stock lending of UK and Overseas equities is undertaken by the Northern Trust Bank as part of the custodial arrangements for the West Yorkshire Pension Fund. Controls were examined to ensure that the risks in this process were appropriately managed, these were found to be excellent with no recommendations required.

Business Continuity

Business continuity arrangements were examined to ensure that they are adequate to ensure continuance of critical services such as Pensioners Payroll. The shared services provided to other LGPS' and Fire and Rescue Services places and increased reliance on Business Continuity arrangements. The review found the arrangements to be of a good standard with a number of recommendations made to further enhance the process.

Mitigation of Pension Scams

The Pensions Regulator issues guidance with regards to the avoidance of Pension Scams, providing information to enable Trustees, Administrators and Scheme Providers to play an important role in educating and protecting members in order to help savers to keep their retirement savings safe from scammers. This review examined how well the guidance had been embedded within the West Yorkshire Pension Fund. The review provided assurance that the systems and processes align well with the guidance issued.

Treasury management

This audit reviewed the arrangements in place for Treasury Management, to ensure that surplus cash is invested in the most appropriate ways. Controls in this area were found to be excellent.

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

UK and Overseas Private Equities

This audit covered investment in UK and Overseas Private Equities, not included in those investments made through NPEP. Control of this asset class was found to be of an excellent standard, therefore no recommendations for improvement were required.

WYPF quality management

ISO 9001:2015

WYPF is an ISO 9001:2015 accredited service provider. All WYPF's services are quality assured using rigorous quality management systems and assessed by external assessors. WYPF first achieved accreditation in 1994, and has successfully maintained this accreditation since.

The purpose of the ISO 9001:2015 certification is to ensure that WYPF provides quality Local Government Pension Scheme administration to employers, members and beneficiaries within the scope of Local Government Pension Scheme regulations and the Firefighters' Pension Scheme order.

WYPF quality policy

- We will provide an efficient and effective service to all our scheme members by responding quickly to requests for information and advice.
- We will provide an efficient and effective service to all beneficiaries, i.e. current pensioners, dependants and deferred members and receivers of early leaver benefits by paying correct benefits on time.
- We will provide an efficient and effective service to all employers whose employees participate in a pension scheme administered by WYPF, respond quickly to requests for information, advice and training, and provide detailed guidance on implications of any new legislation affecting the scheme.

Quality management system

As part of the quality management system, several systems and procedures have been put in place to ensure our service continually improves. These include:

- having procedures in place for dealing with customer complaints and faults and ensuring appropriate corrective and preventative actions are taken
- conducting internal quality audits to ensure quality is maintained and to identify improvements
- monitoring our processes to obtain statistical data on our efficiency in calculating and paying pensions, so we can ensure benefits are paid on time
- surveying customers about their experience of our service, and
- holding regular service review meetings to review service performance and quality issues.

Information Security Management System ISO 27001

WYPF achieved accreditation to ISO27001 Information Security Management Certificate in April 2019.

This accreditation is particularly important to WYPF as it highlights our continued commitment to information security and provides assurance to our members and customers that we have the ability to protect their data and corporate reputation at all times. An ISMS (Information Security Management System) is a systematic approach to managing sensitive personal and company information so that it remains secure. It includes people, processes and IT systems by applying a risk management process.

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Management and customer service key performance indicators

WYPF monitors its performance against several key performance indicators (KPIs). All aspects of our administrative structure, processes and systems are reviewed on a planned cycle. Critical business areas impacting on pensioners and their families takes priority. Listed below are 20 key performance indicators in this area of work:

| | Work type | Total cases | Target days | Target cases met | KPI target | Actual KPI | Actual KPI |
|----|--|-------------|------------------|------------------|------------|------------|------------|
| | | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2021/22 | 2020/21 |
| | | | | | | % | % |
| 1 | Payment of pensioners (WYPF LG pensioners and beneficiaries) | 1,984,308 | Paid on due days | 1,984,308 | 100 | 100.00 | 100.00 |
| 2 | Change of address | 3,266 | 10 | 3,128 | 85 | 95.77 | 95.79 |
| 3 | Change to bank details | 1,926 | 10 | 1,815 | 85 | 94.24 | 94.52 |
| 4 | Death grant nomination | 4,463 | 20 | 3,513 | 85 | 78.71 | 99.77 |
| 5 | Death grant payments | 2,682 | 10 | 2,461 | 85 | 91.76 | 93.05 |
| 6 | Death in retirement | 239 | 20 | 122 | 85 | 81.59 | 88.84 |
| 7 | Deferred benefits | 2,967 | 35 | 2,698 | 85 | 90.93 | 96.66 |
| 8 | Deferred benefits into payment actual | 2,350 | 5 | 2,240 | 90 | 95.32 | 88.25 |
| 9 | Divorce quote | 430 | 20 | 391 | 85 | 90.93 | 91.36 |
| 10 | Life certificate received | 5 | 10 | 4 | 85 | 80.00 | 80.41 |
| 11 | Monthly posting | 4,885 | 10 | 4,601 | 95 | 94.19 | 95.58 |
| 12 | Payroll changes | 1,986 | 10 | 1,940 | 85 | 97.68 | 98.74 |
| 13 | Pension estimate | 3,076 | 10 | 2,555 | 90 | 83.06 | 96.30 |
| 14 | Refund payment | 1,862 | 10 | 1,851 | 95 | 99.41 | 98.22 |
| 15 | Refund quote | 3,706 | 35 | 3,696 | 85 | 99.73 | 99.39 |
| 16 | Retirement actual | 3,318 | 3 | 3,225 | 90 | 97.20 | 92.71 |
| 17 | Transfer out payment | 215 | 35 | 187 | 85 | 86.98 | 89.86 |
| 18 | Transfer-in payment | 562 | 35 | 531 | 85 | 94.48 | 94.89 |
| 19 | Transfer-in quote | 844 | 35 | 838 | 85 | 99.29 | 99.63 |
| 20 | Transfer-out quote | 1,812 | 20 | 1,675 | 85 | 92.44 | 76.17 |

Cost per member

| | West Yorkshire Pension Fund | Position | West Yorkshire Pension Fund | LGPS lowest | LGPS highest | Average LGPS |
|---|-----------------------------|----------------|-----------------------------|----------------|------------------|----------------|
| | 2021/22 | 2020/21 | 2020/21 | 2020/21 | 2020/21 | 2020/21 |
| | Financial Statement | Gov't data SF3 | Gov't data SF3 | Gov't data SF3 | Gov't data SF3 | Gov't data SF3 |
| Admin cost per member | £13.73 | 5th | £13.46 | £1.08 | £158.29 | £24.16 |
| Investment cost per member | £17.97 | 1st | £17.25 | £17.25 | £1,029.58 | £238.43 |
| Oversight and governance | £2.27 | 4th | £2.93 | £0.00 | £53.00 | £11.74 |
| Total cost per member | £33.97 | 1st | £33.63 | | | |
| Lowest / Highest / Average (not a sum of figures in the table above) | | | | £33.63 | £1,088.82 | £274.34 |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

2021/22 WYPF cost per member

The 2021/22 annual cost of administering the West Yorkshire Pension Fund per member is £13.73, investment management £17.97, and oversight and governance £2.27 giving a total management cost per member of £33.97. These figures compare favourably with the average cost for authorities in the Department for Leveling Up, Housing and Communities (DLUHC) – SF3 data collection results for the previous year shown in the table above.

2020/21 administration cost per member

From the latest data provided by government, WYPF's pension administration cost of £13.46 per member is the 5th lowest amongst LGPS fund in England and Wales for 2020/21. The lowest cost is £1.08 and the highest is £158.29

2020/21 investment management cost per member

WYPF's investment management cost is the lowest cost per member in the latest result at £17.25; the lowest cost is £17.25 and the highest £1,029.58. The reason for this low cost is that WYPF uses directly employed staff to manage investments and a centralised office support for both investment management and pension administration.

2020/21 oversight and governance cost per member

On oversight and governance, WYPF's is the 4th lowest cost at £2.93. The lowest is £0 and the highest is £53.00.

2020/21 total cost per member

WYPF has the lowest total cost per member (administration, investment, and oversight & governance) at £33.63. The national average for the LGPS in 2020/21 is £274.34 and the highest is £1,088.82.

Staff numbers

| | 2021/22 | 2020/21 | 2019/20 | 2018/19 | 2017/18 |
|------------------------|--------------|--------------|--------------|--------------|--------------|
| | FTE | FTE | FTE | FTE | FTE |
| Investments | 28.5 | 23.9 | 22.7 | 22.1 | 21.6 |
| Service centre staff | 57.7 | 52.4 | 54.8 | 59.5 | 58.1 |
| Payroll | 21.4 | 17.3 | 16.1 | 17.6 | 19 |
| ICT/UPM staff | 12.6 | 14.4 | 15.4 | 14.4 | 13.7 |
| Finance staff | 15.8 | 11.8 | 12 | 14.5 | 16 |
| Business support staff | 35.1 | 27.4 | 28.4 | 28.8 | 27.4 |
| Technical | 5.6 | 5.0 | 4.9 | 4.9 | 3.9 |
| Total | 176.8 | 152.2 | 154.3 | 161.8 | 159.7 |

Membership trends over a five-year period

Fund membership continues to grow, with a total membership, including undecided leavers and frozen refunds, of 307,796 as at 31 March 2022. Active members are employed by 463 separate organisations.

| | 2021/22 | % change | 2020/21 | % change | 2019/20 | % change | 2018/19 | % change | 2017/18 |
|-------------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| Active members | 104,890 | 3.77% | 101,079 | 0.80% | 100,281 | 0.20% | 100,060 | -1.90% | 102,017 |
| Pensioners | 92,906 | 3.98% | 89,346 | 4.72% | 85,323 | 7.20% | 79,583 | 5.60% | 75,363 |
| Beneficiaries | 11,804 | 2.44% | 11,523 | 1.13% | 11,394 | -3.40% | 11,794 | 2.50% | 11,504 |
| Deferred members | 86,657 | 1.12% | 85,696 | -1.30% | 86,821 | -2.70% | 89,241 | 2.10% | 87,414 |
| Undecided leavers | 1,624 | -3.22% | 1,678 | 33.60% | 1,256 | -29.00% | 1,770 | -32.50% | 2,623 |
| Frozen refunds | 9,915 | 10.35% | 8,985 | -4.13% | 9,372 | 3.40% | 9,066 | 20.10% | 7,550 |
| Total | 307,796 | 3.18% | 298,307 | 1.31% | 294,447 | 1.01% | 291,514 | 1.76% | 286,471 |

SECTION 5: FINANCIAL MANAGEMENT AND PERFORMANCE

Admissions to the fund

Employees joining the fund were as follows.

| | 2021/22 | 2020/21 | 2019/20 | 2018/19 | 2017/18 |
|--|---------------|---------------|---------------|---------------|---------------|
| Employees joining with no previous service | 21,007 | 20,306 | 21,153 | 21,283 | 21,692 |
| Employees with transfers from other local government funds | 20 | 23 | 42 | 31 | 25 |
| other pension schemes | 248 | 249 | 415 | 245 | 329 |
| Total | 21,275 | 20,578 | 21,610 | 21,559 | 22,046 |

Withdrawals from the fund

Benefits awarded to members leaving employment were as follows.

| | 2021/22 | 2020/21 | 2019/20 | 2018/19 | 2017/18 |
|---|--------------|--------------|---------------|---------------|---------------|
| Members awarded immediate retirement benefits | 3,298 | 3,151 | 2,801 | 2,754 | 2,865 |
| Benefits awarded on death in service | 106 | 117 | 94 | 106 | 88 |
| Members leaving with entitlement to deferred benefits, transfer of pension rights or a refund | 6,465 | 5,602 | 7,560 | 9,875 | 9,192 |
| Total | 9,869 | 8,870 | 10,455 | 12,735 | 12,145 |

INVESTMENT REPORT



SECTION 6: INVESTMENT REPORT

Investment Advisory Panel – operational review

There is rarely, if ever, a dull moment in investments and 2021-22 was no exception. The implications of Brexit started to manifest themselves as the country started to reopen followed the renewed Covid-19 related lockdowns and restrictions. The hospitality industry in particular faced a perfect storm as supply chain issues added to staff shortages and social distancing rules. Even the renewable energy sector had issues, as although pricing and demand had recovered from 2020, the wind didn't blow and the sun didn't shine! The financial year ended with focus on the events unfolding in Ukraine and the implications of that.

Increased strategic asset allocation for alternative assets

During the course of the year of the Fund continued to perform well (this is written before the final year end performance position is known). The Investment Advisory Panel (IAP) worked with officers and advisors to approve a transition plan to fulfil the recommendations contained within the Strategic Asset Allocation review in a cost-effective manner. It is acknowledged that implementation will need to be spread over a number of years, as the additional investments into Alternatives need to be selected prudently with appropriate due diligence. This will be predominately with our partners in Northern Pool through GLIL and NPEP. These investments will be funded from a gradual reduction in the allocation to Equities, predominantly from the UK. Although referred to below on a wider Fund basis, recruitment of additional personnel to the Alternatives team is vital to enable the increased workload to be achieved.

Equity protection strategy

Rather than incur the out of market risks that an interim transition into cash or near cash investments would bring, consideration is being given to an equity protection strategy, that would protect the earmarked funds from significant decline in value in the event of market falls, while maintaining the ability to participate in rising markets.

Improved ESG focus and engagement

In support of the Fund's continuing work to improve standards in the Environmental, Social and Governance (ESG) area, it is pleasing to report the appointment of a Sustainable Investment Engagement Manager, who has hit the ground running, with reports on the Fund's Responsible Investment Policy, the Stewardship Code Statement 2021 and input into the updated Investment Strategy Statement at the October IAP meeting. This was followed by the Fund's first Task Force on Climate related Financial Disclosures (TCFD) report at the January meeting. The new Financial Reporting Council (FRC) Stewardship Code Statement was submitted in November, regrettably we received news in March that this had been rejected. Detailed feedback was received, and a revised application has been prepared for submission. In many ways the feedback emphasises how rigorous the standards have become and serves as a timely reminder that this is about everyone involved with the Fund needing to play their part, it is not just about the efforts of a single individual. The FRC are looking for clearly definable outcomes at every level of the investment process, and being an internally managed Fund brings considerable responsibilities to provide that. The work of the Sustainable Investment manager should support and enable the investment managers to include greater emphasis on ESG and climate related issues in their investment processes in the future. Supporting this, a good communications policy will enable internal and external stakeholders to see the work that the Fund is undertaking is market leading in terms of best practices.

Governance

Turning now to Fund Governance, in this report last year it was flagged that a review of the effectiveness, roles and responsibilities of the IAP, the JAG and the LPB should be undertaken, with the objective to ensure that the work that they do properly complement each other, while retaining their requisite independence. In simple terms this will check the remit of each, so that the IAP remains focused on investments issues, the JAG on administrative issues and the LPB on their Fund oversight role (as defined by Regulations). It is disappointing to report that to date this has not happened. This is something which the Administering Authority must now promptly address. On a brighter note it is pleasing that investment reporting to the IAP has improved, but there is room for further improvement in terms of more emphasis on forward looking strategy and content that provides good quality information for the IAP to fulfil their strategic oversight role.

Investment risk register

Following useful engagement with the IAP, an investment risk register has now been created. It is very much work in progress and needs to be developed and refined on a continuing basis. Drawing on the experience of fellow LGPS Funds would help to enhance this further. Identifying potential and actual risks is important, but developing suitable mitigation processes that are practical and effective in implementation is what turns the risk register from a theoretical document into a valuable business tool.

SECTION 6: INVESTMENT REPORT

The risk exercise has identified recruitment and retention, particularly for investment professionals, as a major risk for this internally managed fund. The organisational-wide job and pay structure of a Local Authority does not lend itself to the recruitment and retention of such specialist roles in the face of direct competition with private sector employers for comparable jobs. Again the Administering Authority needs to work with the fund to promptly and comprehensively address this as a matter of urgency.

Training

In this report last year members were reminded about the long list of external bodies that have oversight responsibilities for the Fund. Training at all levels for those involved in the management of the Fund remains high on the list of priorities, with clearly defined policies now in place for this to be provided and monitored. At some other Funds formal accredited training is required for all members and those who deputise on the relevant bodies (in our case IAP, JAG and the LPB). With the ever-increasing scrutiny of LGPS Funds, this should now be considered for WYPF. While being one of the few LGPS Funds with an internal investment management function is a desirable attribute, members need to understand how this works in practice and to be able to effectively challenge the team on performance and strategic issues. Good training adds value to the function of meetings, as members will understand the key issues that they need to focus on that are relevant to the Fund, enabling well informed decisions to be taken.

2021/22 Summary

In conclusion; the Fund is in good shape as a result of the work undertaken by the members and officers of the Fund, but there remain a number of issues outside its direct control in need of urgent remedy.

INVESTMENT MANAGEMENT AND STRATEGY



SECTION 7: INVESTMENT MANAGEMENT AND STRATEGY

Investment management and strategy

Within the Northern LGPS Pool arrangements the fund's investment portfolio continues to be managed in-house on a day-to-day basis, supported by the fund's external advisers. Investment strategy and asset allocation are agreed at quarterly meetings of the Investment Advisory Panel. There are nineteen professional investment managers and ten administration settlement staff in the in-house investment team.

The latest government LGPS data released in late 2021 for 2020/21 financial year shows the fund's investment management costs were £17.25 (£22.83 in 2019/20) per scheme member. Our total cost per member is the lowest for all local authority pension funds, and compares exceptionally well with the average LGPS cost for 2020/21 of £238.43 (£278.76 in 2019/20).

The panel adopted a fund-specific benchmark in April 2005 which is reviewed and revised annually. Details of the benchmark currently being used are shown in the Investment Strategy Statement. The benchmark represents the optimal investment portfolio distribution between asset classes to bring WYPF to 100% funding in accordance with the principles outlined in the Investment Strategy Statement. The panel makes tactical adjustments around the benchmark for each asset class within a set control range.

We have recovered the losses caused by the Covid-19 pandemic in 2020/21. The Russian invasion of Ukraine is a major concern across all sectors, however WYPF had a very limited exposure of assets to Russia of 0.1% and we continue to keep a watchful eye on events, which have had a negative impact on all markets.

Investment performance

In 2020/21 our investments made a positive return of 10.5%. Our medium- to long-term performance is as follows - three years 7.7% (72th percentile), five years 6.7% (71st percentile), ten years 8.6% (61st percentile), twenty years 7.5% (28th percentile) and thirty years 8.7% (20th percentile), exceeding our benchmark.

The fund is focused on long term investment performance and strategy. The fund has a very different asset strategy to that of the average LGPS fund. The key difference is our relatively high commitment to equities and the commensurate underweighting of other assets. During recent years this would have had a positive impact on the fund's performance relative to its peers because equities returns were considerably ahead of bonds.

Voting policy

Wherever practical the fund votes on resolutions put to the annual and extraordinary general meetings of all companies in which it has a shareholding. The basis of the voting policy is set out in the Investment Strategy Statement. Full details of the voting policy are also available on the fund website, as are details of the fund's voting activities at companies' annual general and extraordinary general meetings. The fund has appointed Pensions & Investment Research Consultants Ltd (PIRC) to manage voting rights, ensuring full engagement on governance and voting on all resolutions.

Custody of financial assets and stock lending

The Northern LGPS Pool appointed custodian is Northern Trust. Northern Trust provides custodial services to the fund and is responsible for safe keeping, settlement of transactions, income collection, overseas tax reclaims, stock lending, general custodial services and other administrative actions in relation to all the fund's listed fixed-interest and equity shareholdings, with the exception of private equity and properties. All the three funds in the Northern LGPS Pool - Greater Manchester Pension Fund, Merseyside Pension Fund and West Yorkshire Pension Fund, are now serviced by Northern Trust.

SECTION 7: INVESTMENT MANAGEMENT AND STRATEGY

Investment strategy March 2022

| Asset class | Bookcost | Market Value | Weighting | Fund specific benchmark | Control range |
|-------------------------------------|---------------|---------------|--------------|-------------------------|------------------|
| | £ Million | £ Million | % | % | % |
| Total equities | 5,419 | 11,467 | 64.45 | 66.0 | 58.5-73.5 |
| UK equities | 2,686 | 4,927 | 27.70 | 27.5 | 22.5-32.5 |
| Overseas equities | 2,733 | 6,540 | 36.75 | 38.5 | 31.0-46.0 |
| North America | 712 | 2,418 | 13.59 | 13.9 | 8.9-18.9 |
| Europe (Ex UK) | 742 | 1,857 | 10.44 | 10.0 | 5.0-15.0 |
| Japan | 389 | 761 | 4.28 | 4.5 | 2.0-7.0 |
| Asia Pacific (Ex Japan) | 322 | 577 | 3.24 | 4.0 | 1.5-6.5 |
| Emerging markets | 568 | 927 | 5.20 | 6.1 | 3.6-8.6 |
| Total bonds | 2,081 | 2,214 | 12.45 | 13.0 | 10.5-15.5 |
| UK govt. bonds | 529 | 498 | 2.80 | 3.0 | 0.5-5.5 |
| UK govt. index linked | 466 | 646 | 3.63 | 3.5 | 1.0-6.0 |
| UK corporate bonds | 498 | 484 | 2.72 | 3.5 | 2.5-4.5 |
| Global govt. bonds | 322 | 336 | 1.89 | 1.5 | 0.5-2.5 |
| Global corporate bonds | 266 | 250 | 1.41 | 1.5 | 0.5-2.5 |
| Total alternatives | 1,822 | 2,817 | 15.83 | 14.5 | 12.0-17.0 |
| Hedge funds | 52 | 124 | 0.70 | 1.0 | 0.0-2.0 |
| Private equity funds | 300 | 966 | 5.43 | 5.0 | 3.5-6.5 |
| Northern LGPS private equity pool | 200 | 278 | 1.56 | 1.0 | 0.0-2.0 |
| Private equity infrastructure | 398 | 495 | 2.78 | 2.5 | 1.0-4.0 |
| GLIL infrastructure (Northern LGPS) | 411 | 489 | 2.75 | 2.5 | 1.0-4.0 |
| Listed alternatives | 461 | 465 | 2.61 | 2.5 | 1.0-4.0 |
| Property | 496 | 711 | 4.00 | 4.5 | 3.0-6.0 |
| Cash | 792 | 581 | 3.27 | 2.0 | 0.5-3.5 |
| Total WYPF financial assets | 10,610 | 17,790 | 100 | 100 | |

INVESTMENT MARKETS



SECTION 8: INVESTMENT MARKETS

UK economy and equity market

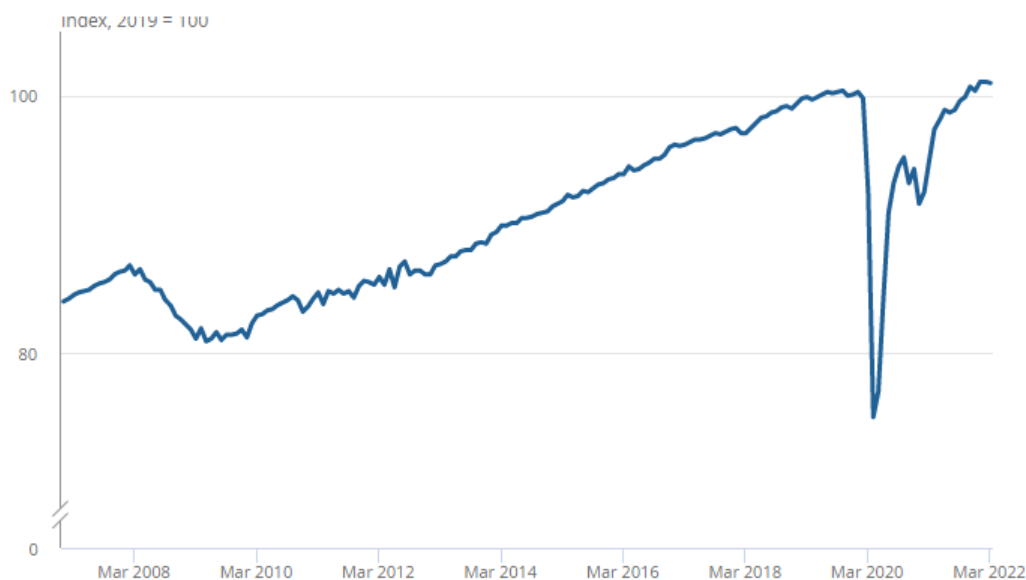
In the past year the UK has continued to suffer from the Covid pandemic, coupled with the ongoing effects of Brexit. UK government support for businesses affected by the pandemic continued for much of the year, with the furlough scheme in place until 20 September 2021. 1.3million businesses and 11.6million jobs were supported by the UK Government during the pandemic, and the emergence of the Omicron variant of Covid towards the end of 2021 resulted in a temporary tightening of restrictions and further lockdowns in some areas of the country, notably London.

The UK coronavirus vaccination programme was implemented rapidly, with a high take-up of vaccines and boosters in adults, and the vaccination of younger adults and teenagers being rolled out from autumn 2021. Although infection rates remained high, particularly in early 2022, the incidence of serious illness and hospitalisation fell.

As restrictions began to ease, economic recovery was rapid, with GDP growing 7.4% in calendar year 2021, ending the year just 0.1% below where it stood pre-pandemic. This was the largest annual increase in GDP since the Second World War according to Bank of England estimates. The rate of growth began to slow in early 2022.

UK GDP

Monthly index, January 2007 to March 2022, UK

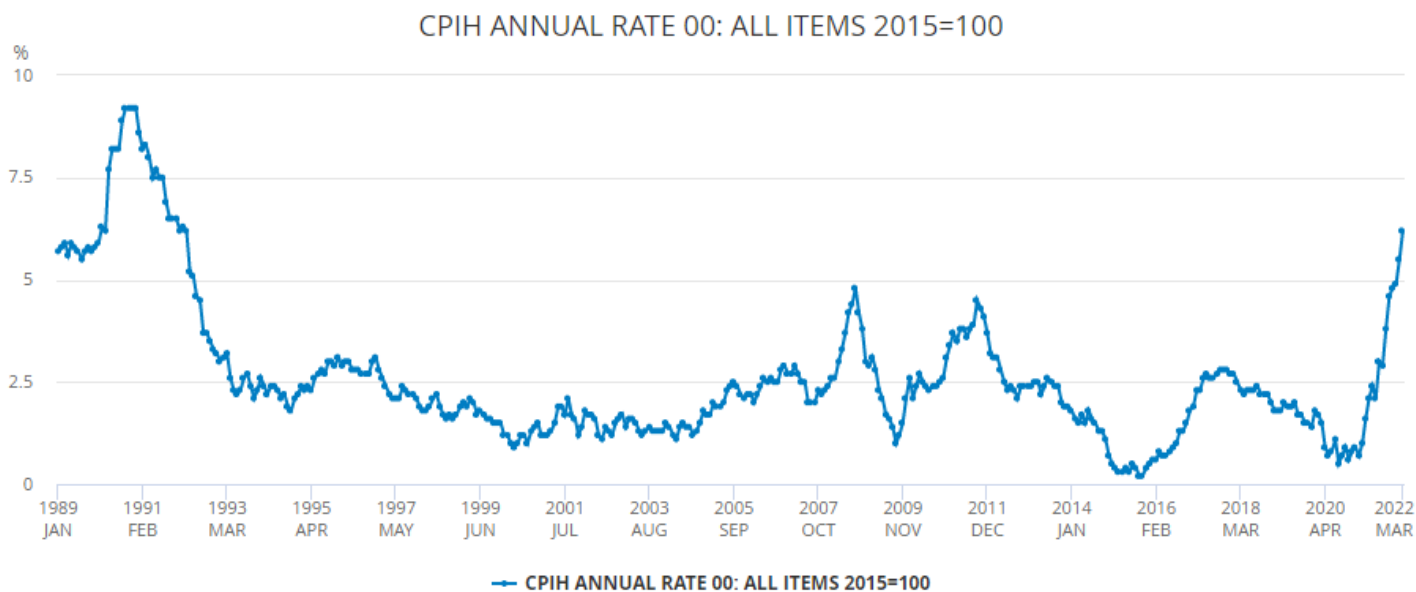


Source: Office for National Statistics - GDP monthly estimate

The economic recovery brought with it a rapid rise in the rate of inflation, forcing the Bank of England to raise interest rates after a prolonged period of historic lows, in an attempt to control the rate of inflation and keep it within target range. The rise in energy and food prices in early 2022 pushed inflation higher. The Bank of England had expected a temporary period of 'transitory' high inflation as the economy recovered from the pandemic, but did not anticipate the surge in energy and food commodity prices, and higher inflation is now likely to continue for longer than originally forecast.

SECTION 8: INVESTMENT MARKETS

UK INFLATION RISING RAPIDLY



Source:

Source: Office of National Statistics

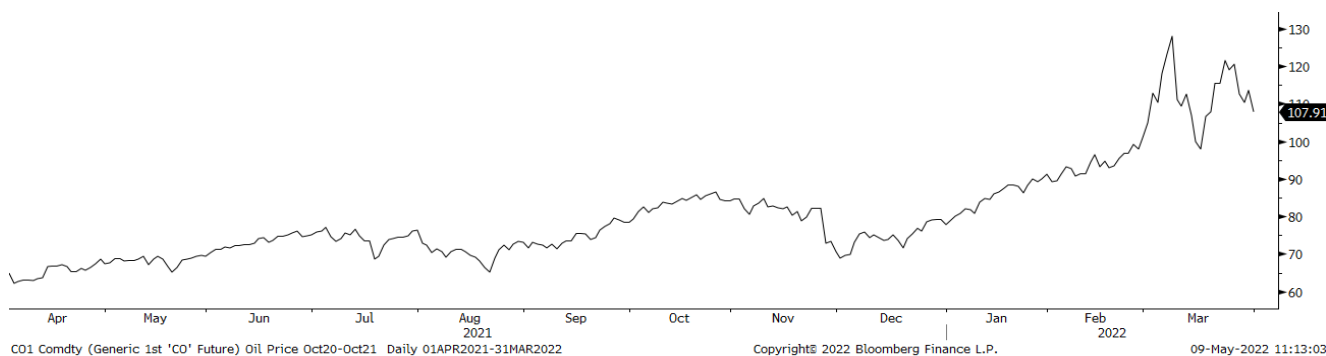
The easing of restrictions and economic recovery resulted in a fall in the rate of unemployment to very low levels. There were 1.3 million job vacancies between December and January, a new record high. However, real wage growth has been outpaced by the rate of inflation. The cost of living is rising far faster than wages, and many households are facing financial hardship in the coming months and years due to changes in the energy price cap, changes to National Insurance, and higher fuel and food costs. Supermarkets are endeavouring to keep prices as low as possible for families, particularly for staple grocery items such as pasta, rice and tea.

Supply chains are still affected by Covid and Brexit. Delays in distribution caused by problems at the ports and a shortage of delivery drivers affect manufacturers and retailers alike. The retail and hospitality industries are struggling to recruit and retain staff, as shoppers return to the high street and begin to spend more on leisure activities such as dining out and foreign holidays. A global shortage of semiconductor chips and metals has hit new car production severely, with new car registrations at a 24 year low in March. The price of used cars rose as the supply of new cars fell. Electric and hybrid vehicle sales are particularly strong.

Russian Invasion of Ukraine

The Russian invasion of Ukraine on 24th February 2022 was met with widespread global condemnation. The devastating consequences for Ukrainian people having to flee their homes and livelihoods into neighbouring countries is a crisis which has not been seen in mainland Europe since World War II. Governments around the world introduced sanctions against Russia, with many Russian oligarchs having their assets frozen, and international companies ceasing operations in Russia. Governments are actively seeking alternatives to Russian oil and gas, something previously relied upon by many countries in Europe and around the world. The invasion caused a sharp rise in energy prices and increased volatility in the last weeks of the financial year. The Brent Oil price hit a high of \$127 in early March. The rise in energy prices and uncertainty of supply is likely to speed up the switch to renewable alternatives, as countries look for longer term energy security.

BRENT OIL PRICE



SECTION 8: INVESTMENT MARKETS

Oil and gas are not the only commodities directly affected by Russia’s aggression. Ukraine is the world’s largest producer of sunflower oil, and one of the largest producers of corn. Russia and Ukraine are also major producers of wheat. The reduced supply of these essential food commodities will push global food prices higher, and could have devastating consequences for poorer countries.

UK equity market resilience

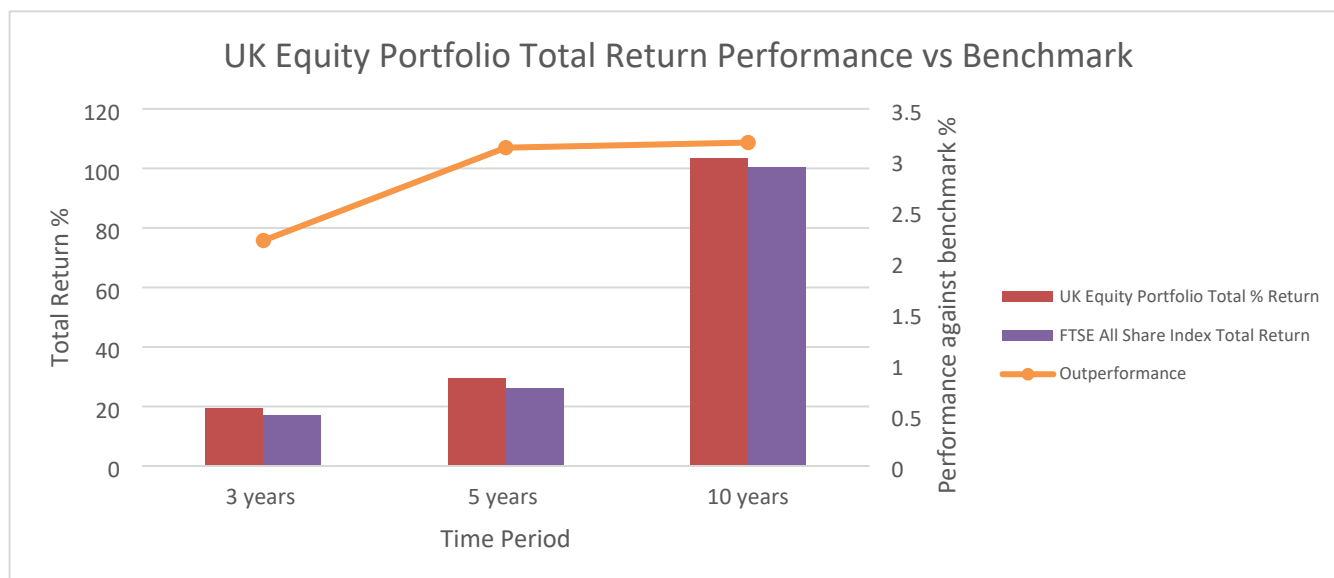
The UK equity market has proved relatively resilient despite recent events. The FTSE All Share index fell along with global equity markets in February following news of the Ukraine invasion, but bounced back relatively quickly. The UK Index has a high proportion of resources companies compared with most other stockmarkets; the resources companies increased in value as energy and metal prices surged.

FTSE All Share Index over 10 years



WYPF UK equity portfolio performance

The short term performance of the UK equity portfolio was affected as the team reduced the overall allocation to the UK during the year. Longer term, the in house team of investment managers continue to outperform the benchmark index by a considerable margin.



The long term nature of the Fund means that managers can use a range of investment styles including growth, income and value. This smooths returns over a longer time horizon, and avoids the potential pitfalls of following investment fashions.

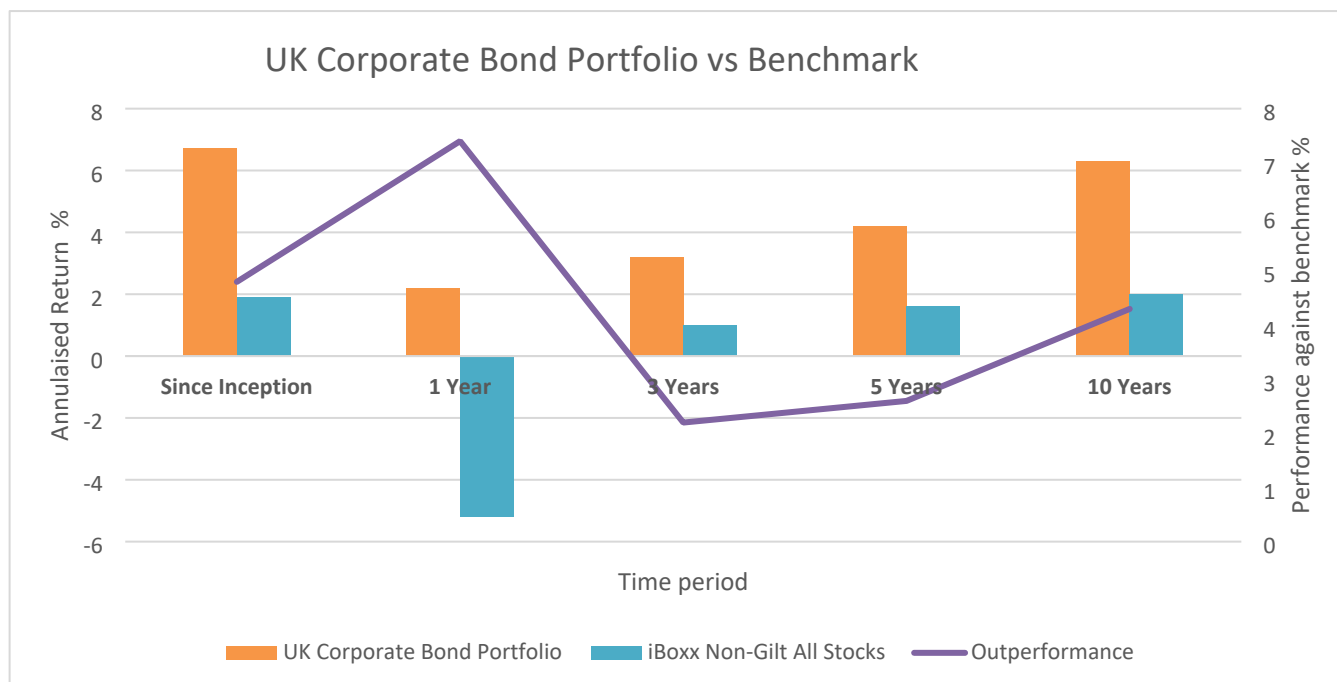
Dividend income, which fell by almost 50% during the pandemic, has recovered to pre-pandemic levels. UK dividends are an important source of income for the Fund, worth around £170m in 2021.

UK corporate bonds

The UK corporate bond portfolio was valued at £490m at the end of March 2022, representing 2.8% of the total fund. The portfolio remains well diversified in high yielding corporate bonds across counterparties, seniority ranking and investment grades.

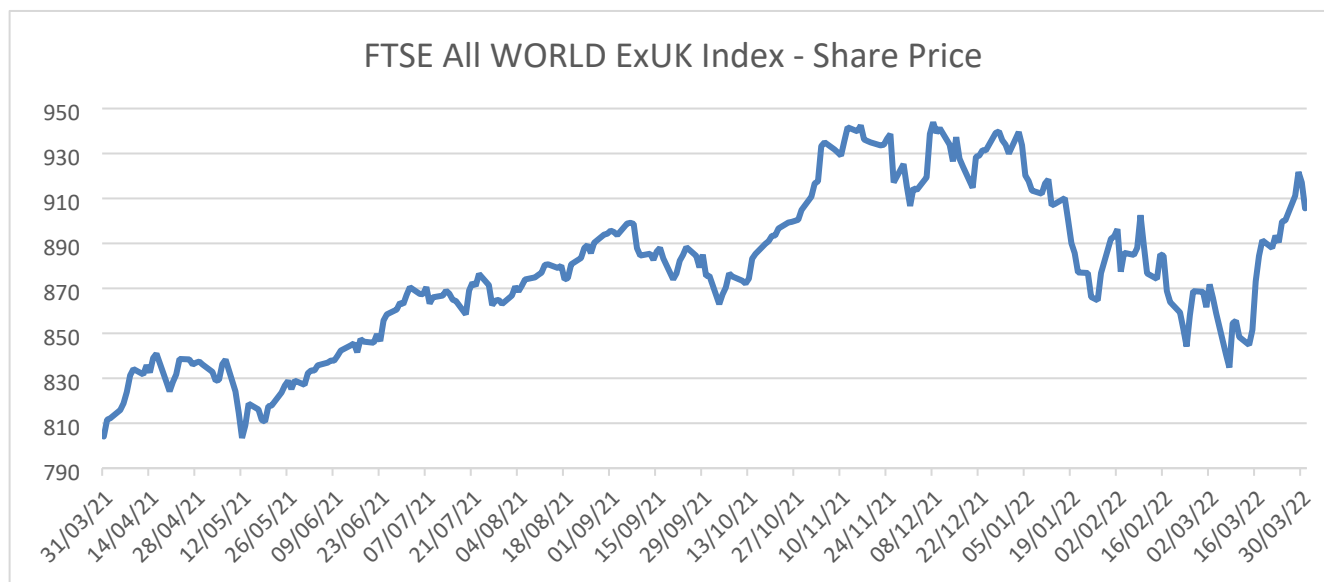
SECTION 8: INVESTMENT MARKETS

The corporate bond portfolio continues to outperform consistently compared to the benchmark for all periods since inception. The most recent period has been a particularly difficult one for bonds generally, with the benchmark falling 5.2% over the year. However the UK corporate bond portfolio showed a positive return of 2.2%, a particularly strong outperformance. A number of bonds were redeemed early (before maturity date) during the year, and there have been no defaults on maturity or coupon payments.



International investment markets

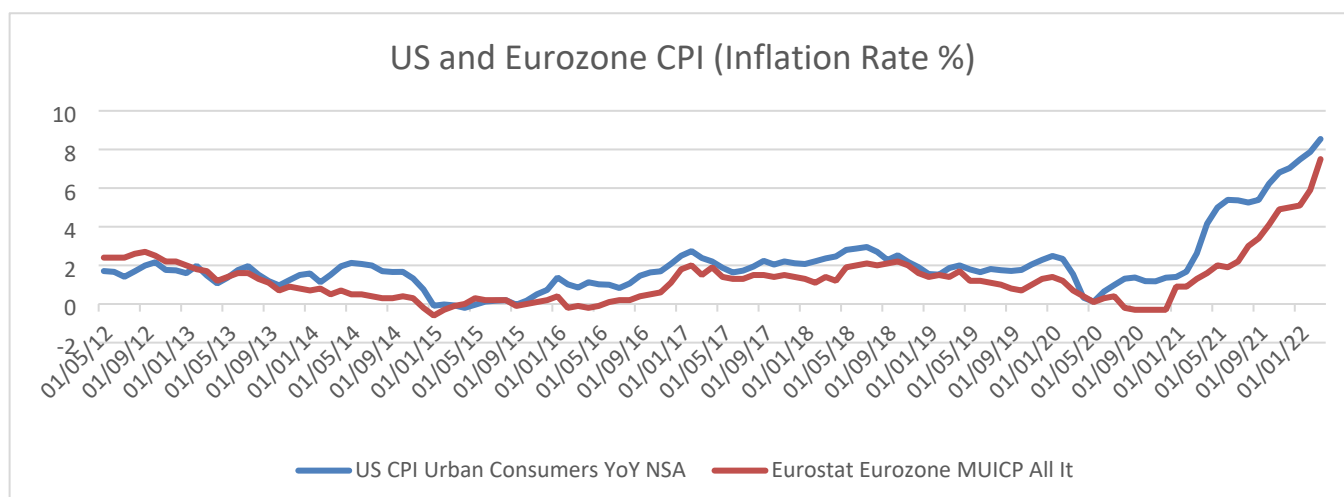
Global equity markets made a positive return of 12.6% over the financial year, despite suffering a major decline in the final quarter.



Source Bloomberg LLP.

This financial year has been a story of two parts. Initially markets were optimistic about the prospects for a strong economic recovery as countries reopened following the previous year's restrictive lockdowns introduced to curb the spread of COVID-19. However, as the year progressed COVID-19 reappeared prompting further lockdowns and restrictions, especially in China. These restrictions perpetuated the shortage of goods that constrained the economic growth everyone expected. Worse still, supply shortages caused prices to rise sharply and inflation reached over 8% in the US, well above its 2% average for the previous decade. A picture echoed across many developed economies. Labour markets were also tight with many workers retiring or becoming economically inactive, pushing wages higher and adding to existing inflationary pressures.

SECTION 8: INVESTMENT MARKETS



Source Bloomberg LLP

Initially the US Federal Open Market Committee (FOMC – or the FED), believed that inflation was transitory and could be controlled. Eventually they quietly admitted inflation was not transitory and began raising interest rates and to move toward tightening their monetary policies to curb inflation. Such measures however, whilst aimed at controlling inflation, also serve to dampen economic growth and reduce profits which caused equity markets to weaken significantly.

The Russian invasion of Ukraine in February 2022 inevitably unsettled markets and further strengthened the grip of inflation across the globe as energy prices increased, (Russia being a major exporter of oil and gas). Whilst this caused weakness in Europe where Germany, in particular, is dependent upon Russian energy, other regions that export commodities, benefitted from these price rises and markets rallied after the invasion began.

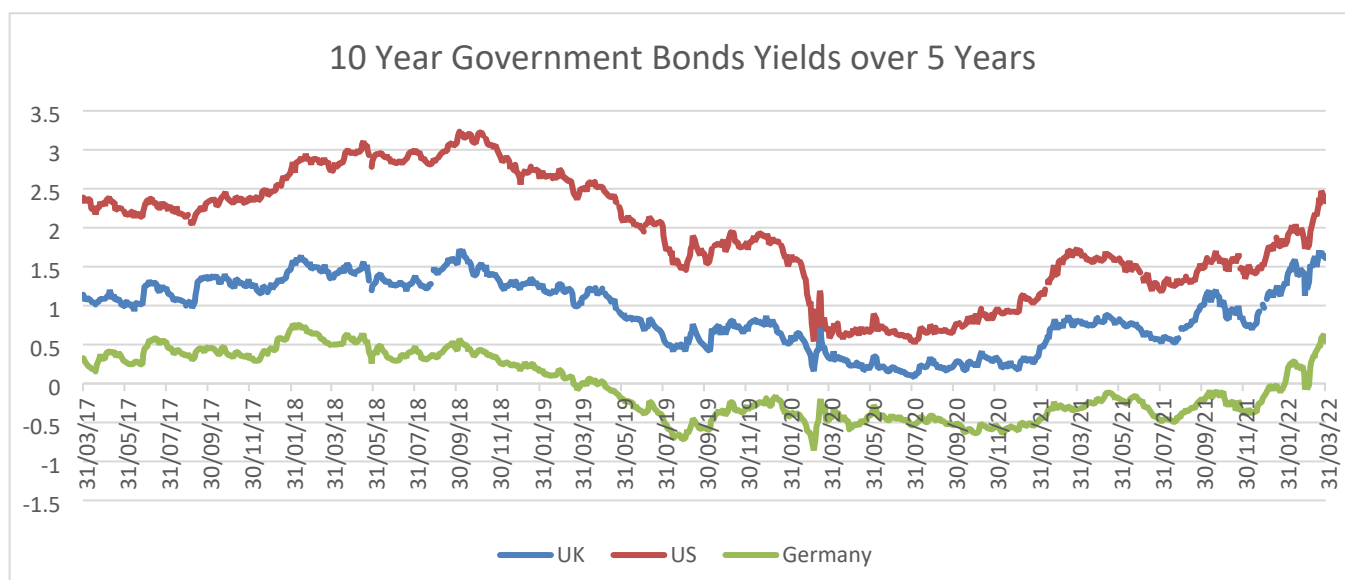
The overseas equity portfolio enjoyed a positive total return of 8.1% for the year, outperforming its benchmark by 1.3%. The benchmark return was 6.7% which is lower than the world index of 12.6% due to its smaller weighting to North America that performed strongly over the year. Whilst equity valuations in the US remain high at 24 times its price to earnings ratio, elsewhere stocks are trading at a more reasonable rating of 14.2 times. This suggests opportunities for positive future returns are more likely outside the USA where valuations are currently stretched.

Bond Markets

As with equity markets, the bond markets were driven by the policy decisions of central banks in their attempts to stimulate their economies and restore growth following the lockdowns of the COVID-19 pandemic, against the need to dampen inflation. The US Fed and the UK Bank of England chose to focus on dampening inflation and consequently pursued hawkish policies, such as raising interest rates, whilst other banks, such as the Bank of Japan and the European Central Bank, continued to maintain easy monetary policies to prioritize market stimulation.

The challenge posed by rising inflation and higher interest rates is that it reduces the relative value of fixed income payments and therefore negatively impacts bond prices. As the year progressed and the inflation story unfolded, bond prices fell and yields rose making this financial year a difficult one for bond markets with negative returns being the norm. The FTSE Actuaries UK Government All Stocks Gilts Index lost -5.1% over the year. UK Index Linked Bonds made a positive return of 4.7%. Against these benchmarks the portfolio outperformed returning -4.7% and 5.9% respectively.

SECTION 8: INVESTMENT MARKETS



Alternative investments

Private markets

As at 31 March 2022, the private market equity and infrastructure portfolio accounted for 12.0% (£2,127m) of the West Yorkshire Pension Fund. In addition, at year end, undrawn commitments amounted to a further £1,177m. This included £240m committed to NPEP (see below for explanation) which had not yet been deployed to underlying private equity investments. During the year, the overall private market portfolio experienced capital calls of £441.3m and distributions of £415.5m, resulting in a net investment of £25.8m.

Private Equity

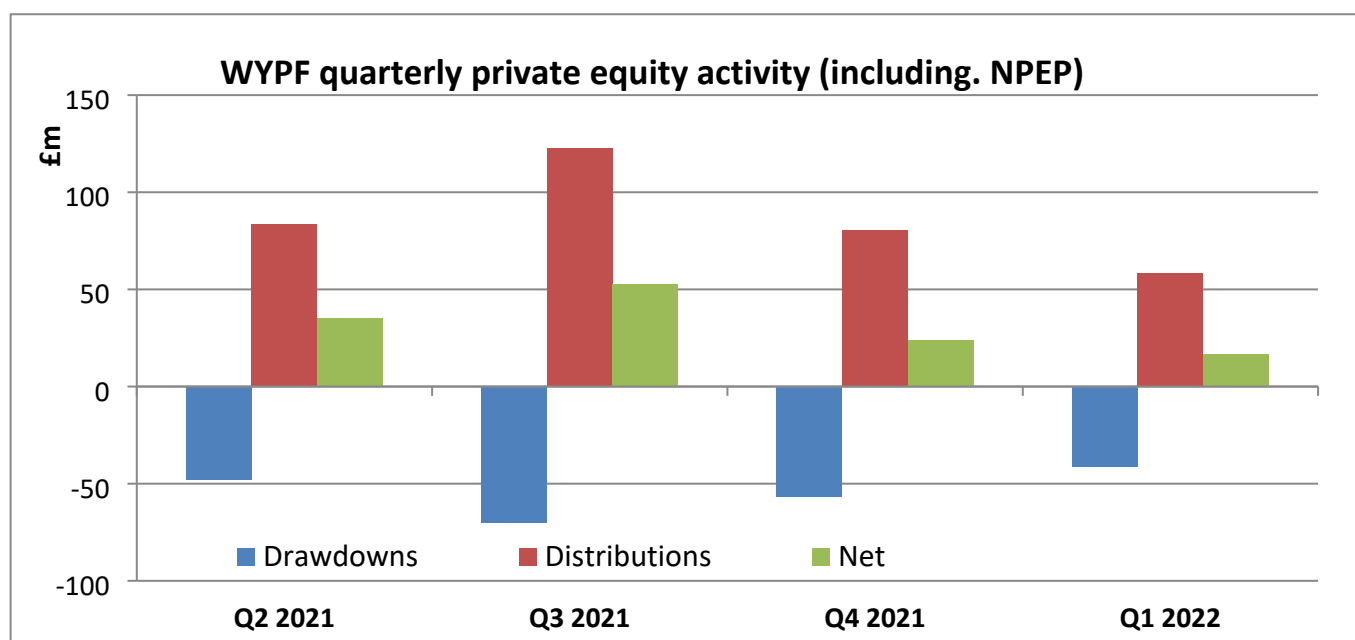
The market rebound seen in the second half of the 2020/21 financial year continued into the first half of 2021/22. For the financial year to 31 March 2022, the number of private equity deals globally increased by approximately 28% on the prior year. The total deal value increased by approximately 51% (Preqin) and average deal sizes increased approximately 18%. The WYPF private equity portfolio experienced a less pronounced increase in buyout activity with an increase in drawdowns of 17%, compared with 51% for the market overall. (Drawdowns are typically dictated by the amount committed in each vintage year. They are also dependent upon the manager's speed of deployment and use of a credit line.) This 17% increase in activity was driven by WYPF's commitment to NPEP, which saw activity increase by 27% on the prior year. Excluding commitments made via NPEP, drawdowns increased by only 8%, which reflects reduced commitments made to this part of the portfolio since 2018, when NPEP launched.

Managers continued to navigate global market uncertainty and invest defensively, whilst executing a high level of bolt-on acquisitions for their investee platform companies in order to drive growth.

The value of global private equity backed exits for 2021/22 was 2% lower than the previous year. It was, however, a year of two halves: 1H exits increased 108%, continuing the buoyancy of the prior six months; 2H exits declined 53%. WYPF's experience was directionally similar, but different in magnitude: 1H +286%, 2H -6%. Overall, the WYPF portfolio saw distributions that were 72% higher than the previous year. Increased exit activity and a higher level of distributions normally lead to a robust fundraising market. However, post-pandemic market optimism began to wane due to macro and geopolitical uncertainty. The number of global private equity funds reaching their final close continued to slow in Q1 2022.

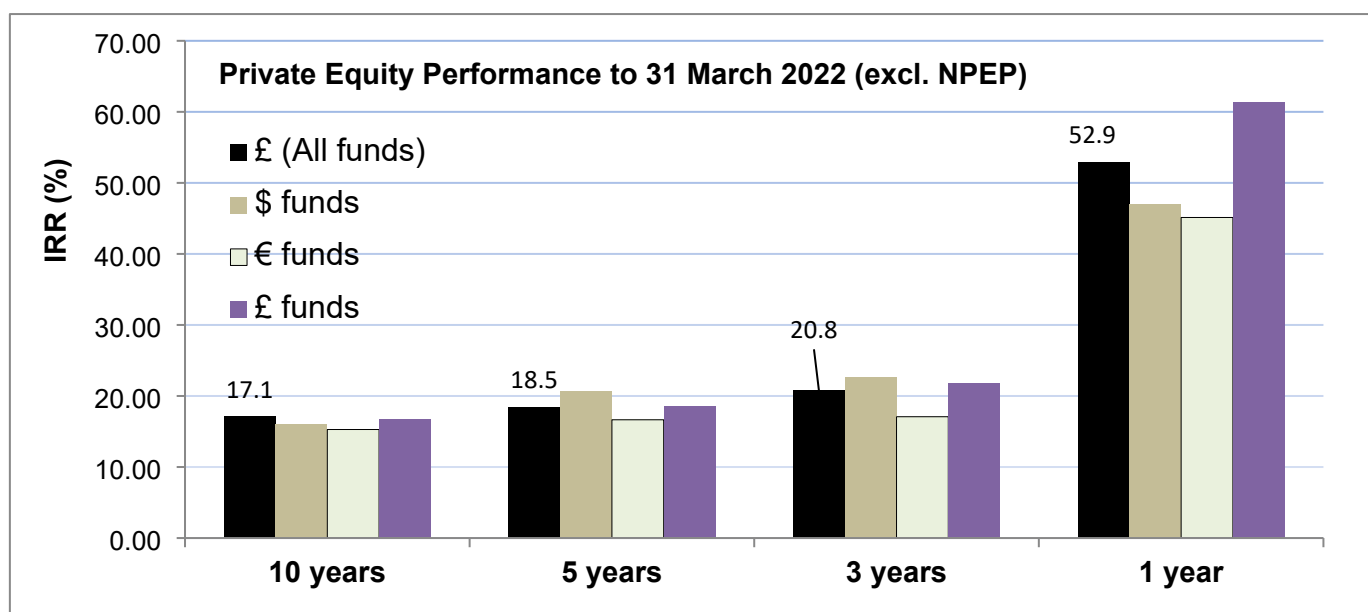
As reported previously, the Northern Private Equity Pool (NPEP) makes commitments to underlying private equity funds on behalf of its founding partners: West Yorkshire Pension Fund, Merseyside Pension Fund and Greater Manchester Pension Fund (NLGPS). NPEP is a joint-venture limited partnership akin to a typical private equity structure. During the year, NPEP received a further £360m in commitments from its founding members, including £160m from WYPF. In total, WYPF has now committed £755m to NPEP. Further annual commitments are expected from all founding members. WYPF's undrawn NPEP commitment amounted to £541m at year end.

SECTION 8: INVESTMENT MARKETS



For the year to 31 March 2022, net proceeds received from WYPF's private equity portfolio (including NPEP) amounted to £128.6m overall, compared to £16.4m in the prior year. Meanwhile, the portfolio increased in value by £286m from £903m to £1,189m. As a proportion of the WYPF, the weighting of the private equity portfolio increased from 5.6% at the start of the financial year to 6.7%. This was primarily due to the strong performance delivered by the Fund's private equity managers.

Local currency performance for funds denominated in each currency, and also performance on translation into Sterling, is shown below. The private equity performance shown below excludes funds held within NPEP. The majority of this portfolio is USD denominated (64%), whilst Euro and Sterling denominated funds represent 19% and 18% respectively.



WYPF's private equity portfolio remains well diversified across industry sectors, geographies, vintage years, financing stages and managers. For the 12 months to 31 March 2022, the portfolio returned 52.9%. Sterling returns were impacted by a stronger USD (6.4%) and a weaker Euro (-1.2%). Overall, this gave an overall positive currency effect of 3.9%. For the 10-year period to 31 March 2022, the Private Equity portfolio in Sterling has delivered annualised returns of 17.1%.

WYPF's private equity investments held through NPEP delivered returns of 33.3% in Sterling for the year to 31 March 2022, and 29.4% since inception.

SECTION 8: INVESTMENT MARKETS

Commitments during the year were made to the following private equity funds:

| Private equity fund | WYPF Commitment (£m) |
|-------------------------------------|----------------------|
| Alpine Investors Fund VIII | 23 |
| BlackRock Growth Equity Fund | 30 |
| Key Capital Partners IX | 2 |
| Northern Private Equity Pool (NPEP) | 160 |
| Total | 215 |

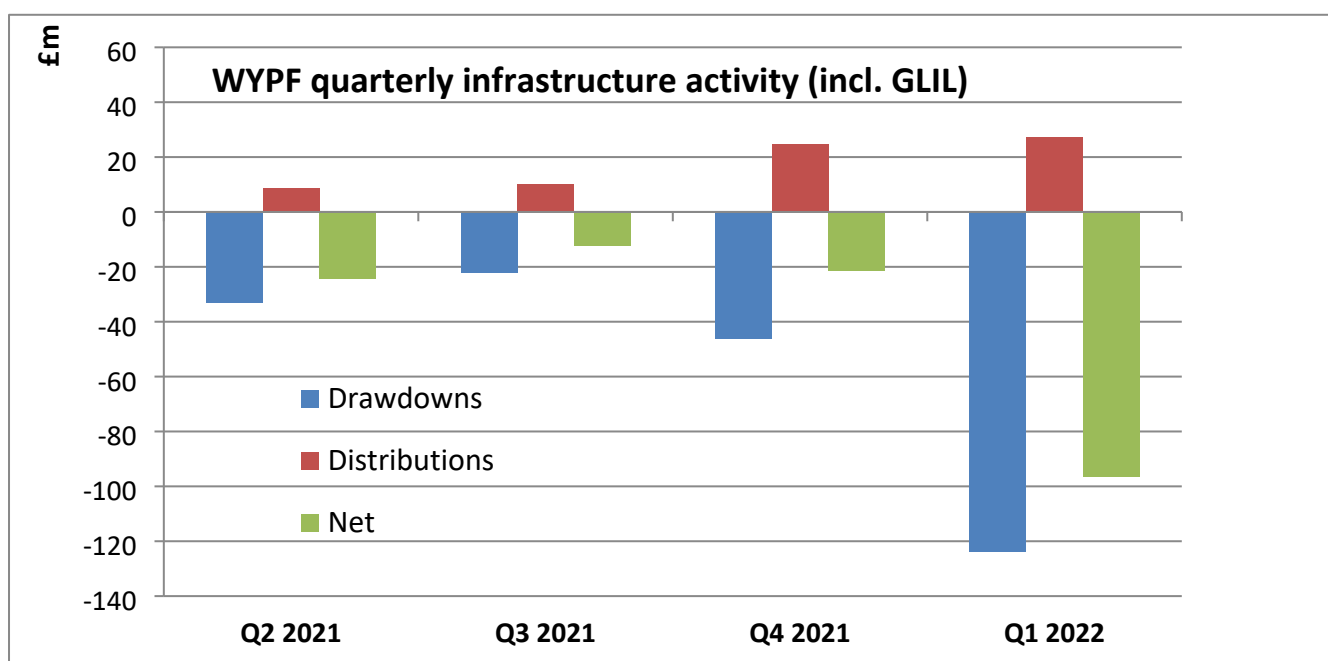
During the year, approval was given for the NPEP investment vehicle to make eight primary fund commitments with seven different managers, one of which is a new manager relationships for WYPF. As at 31 March 2022, un-drawn commitments, including WYPF's share of underlying NPEP commitments, amounted to £551.8m.

The strategy and approach for this asset class remains unchanged. Net investment will continue to be monitored, and a commitment strategy followed to achieve a 6% exposure to private equity over the medium term.

Infrastructure

During the financial year to 31 March 2022, the number of reported infrastructure deals globally increased by just 3% on the prior year. However, the total deal value increased by 57% (Preqin). This resulted in the average deal size increasing by 53%, and 20% more than two years ago. The WYPF infrastructure portfolio (excluding GLIL) mirrored this experience with a two-fold increase in drawdown levels. Distributions, however, also increased (+22%), resulting in a net investment of £32.3m, compared to a £2.3m net divestment in 2020/21.

In addition to the above, net investment was bolstered by a further £122m due to WYPF's commitment to GLIL. GLIL is a cost-effective, limited liability partnership focussed on investing in direct UK infrastructure. WYPF has committed £525m to GLIL. As at 31 March 2022, WYPF's unfunded amount committed to GLIL was £91.9m.



Including monies drawn down for GLIL, net investment was £154.5m, 137% higher than the prior year (£65.3m). Capital called from GLIL was predominantly for equity stakes in a UK smart meter asset provider and an Irish onshore wind farm, along with a further equity stake in an existing portfolio company.

As a proportion of WYPF, the weighting of the infrastructure portfolio increased to 5.3% (£940m), from 4.4% (£703m) the previous year.

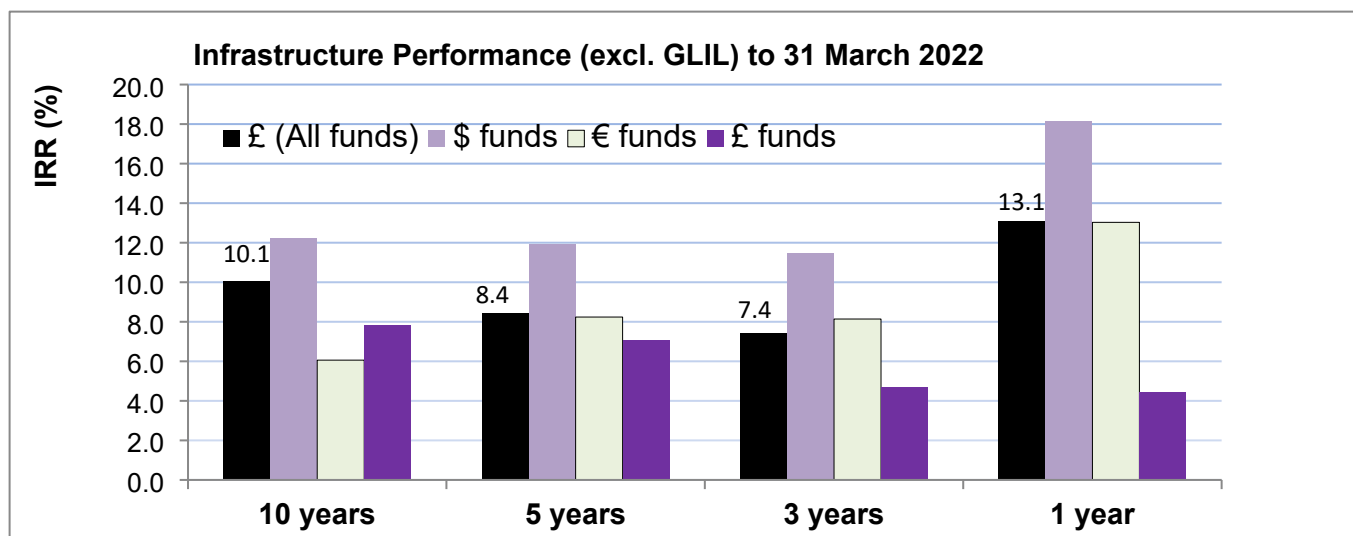
Local currency performance for funds denominated in each currency, and also performance on translation into Sterling, is shown below. The infrastructure performance shown below excludes GLIL. In valuation terms, Sterling, USD, and Euro-denominated funds constitute 39%, 43%, and 18% of the infrastructure portfolio, respectively.

SECTION 8: INVESTMENT MARKETS

For the 12 months to 31 March 2022, the portfolio returned 13.1%. Sterling returns were positively impacted by USD strength (5.9%) and negatively impacted by Euro weakness (-0.9%). Overall, this gave a positive currency effect of 2.4%.

For the 10-year period to 31 March 2022, the Infrastructure portfolio in Sterling has delivered annualised returns of 10.1%.

WYPF's infrastructure portfolio remains well-diversified across industry sectors, geographies, vintage years, financing stages and



managers.

Commitments during the year were made to the following infrastructure funds:

| Infrastructure fund | WYPF Commitment (£m) |
|--|----------------------|
| Aberdeen Standard Core Infrastructure Fund III | 30 |
| FitzWalter Capital Partners I | 30 |
| Macquarie European Infrastructure Fund VII | 51 |
| Partners Group Direct Infrastructure 2020 | 17 |
| Tiger Infrastructure Fund III | 30 |
| Total | 158 |

At 31 March 2022, un-drawn commitments (incl. GLIL) amounted to £385.2m.

The strategy and approach for this asset class is to build and maintain a global portfolio of infrastructure assets diversifying between social, renewable, economic and opportunistic asset types. Developed markets with stable regulatory regimes and transparent policy frameworks are favoured. The focus is on assets with inflation linked, long duration income streams that are less sensitive to the economic cycle. Net investment will continue to be monitored, and a commitment strategy followed to achieve a 7% allocation to infrastructure.

Private Credit

In the latter half of the financial year, WYPF's Investment Advisory Panel approved a 2% allocation to private credit. Investments will be diversified across credit type, geography, manager and vintage year.

Hedge Funds

WYPF's hedge fund exposure is mainly via a bespoke fund similar to a managed account-type structure. This USD-denominated fund comprises seven underlying multi-strategy funds and two macro funds. This fund returned 12.5% (USD), versus 1.0% for the HFRX Global Hedge Fund Index (USD) for the year to 31 March 2022. Since inception (1 May 2012), this fund has delivered annualised local returns of 7.8%, 10.0% when translated into Sterling.

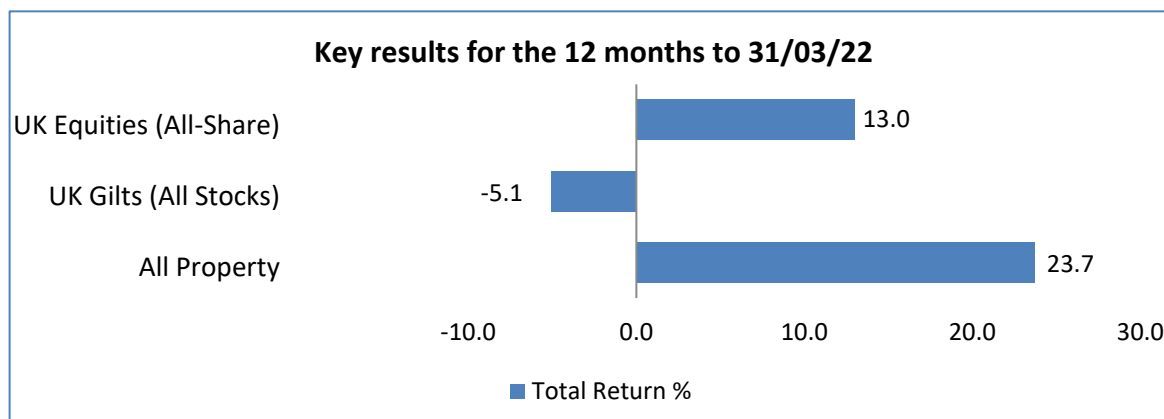
WYPF continues to focus on efficient diversification whilst achieving mid-high single digit returns and limiting downside risk.

SECTION 8: INVESTMENT MARKETS

Property

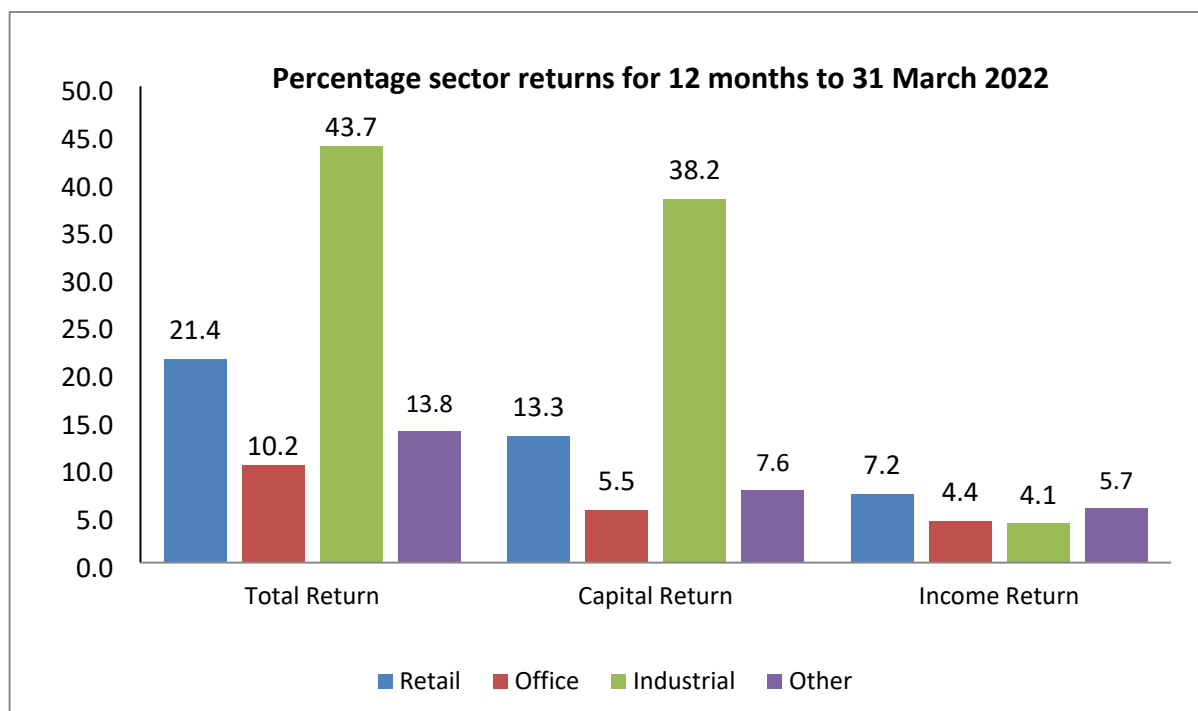
For the year to 31 March 2022, total returns for the UK direct MSCI All Property benchmark amounted to 23.7%. This compares to the WYPF agreed benchmark of the All Property Funds Index, which returned 20.9%.

Relative to other asset classes, the total return for UK Property versus UK Gilts and UK Equity is detailed in the bar chart below:



Source: Bloomberg and MSCI UK Quarterly Property Index

Returns by property sector are given below.



Source: CBRE Monthly (12m total return for CBRE All Property was 23.5%)

During the course of the year, UK commercial property transaction volumes rebounded strongly. Nearly all the main sectors saw month on month capital value increases. The exception to this was the Office sector which saw capital values plateau for the first three months of the financial year, before gaining momentum and finishing the year 5.5% higher.

Capital values in the Retail sector were driven mainly by Retail Warehouses (26.0%) and to a lesser extent Standard Shops (5.1%). Shopping Centre capital values, on the other hand, fell 4.6% during the year. According to the latest ONS data, consumer spending has normalised, providing some support for retail rents. Fashion-related consumer spending, which lagged household-related spending at the beginning of the pandemic, has now recovered to pre-pandemic levels.

SECTION 8: INVESTMENT MARKETS

For the financial year to March 2022, the City of London investment market saw transaction volumes rebound strongly from the prior year before. Q1'22 transaction volumes were five times greater than those recorded in Q1'21 (Savills). Leasing activity across the Central London office market also improved on the prior year; albeit remains lower than the 10-year average (Savills). Occupiers' preference for high quality space dominates the take-up figures in the City. The Office sector delivered a total return of 10.2% for the twelve months to 31 March 2022. Regional Offices (8.8%) were the laggards, whereas the City (9.2%) and West End Offices (12.0%) were the strongest performers.

UK industrial investment volumes in 2021 were more than double the 10-year average (CBRE/Property Data). The Industrial sector continued to experience strong occupational and investment demand. Occupationally, the sector has seen increased demand for online sales during the pandemic, with rents increasing by approximately 11% (CBRE). This heightened investor demand increased valuations and pushed investment yields to new lows. This was again the highest performing sector, with a total return of 43.7%. Within this, South East Industrials returned 47.5% and outperformed Rest of UK Industrials at 36.7%.

'Other' property includes the Private Rented Sector (PRS), Student Accommodation and Senior Living. After suffering valuation falls of 10% last year, capital values rebounded 7.6% to give a total return after income of 13.8% for the year to 31 March 2022.

Although transactional volumes for UK commercial property recovered to normal levels, this was biased towards Industrial and Other sectors. Also, transactions completed during the year were biased towards prime assets. Transactions on lower quality assets struggled to complete due to divergent pricing expectations between buyers and sellers.

WYPF is overweight in Shopping Centres, Retail Warehouses and Rest of UK Offices compared to its benchmark, and underweight in Standard Retail, Industrials, City and West End Offices, and Other property.

Direct property

Towards the latter part of the year, steps were taken by WYPF to initiate procurement of an external direct property manager to help grow its direct portfolio in a cost-effective manner. The aim of making direct investments is to lessen ongoing fees and enhance control, enabling long-term investment throughout market cycles. This is being undertaken through the NLGPS Pool.

Overall activity

WYPF made property purchases of £24.9m and sales of £34.5m, giving a net divestment of £9.6m over the 12 months to 31 March 2022. The majority of capital was invested in affordable housing and a further equity stake in a regionally dominant shopping centre already held by WYPF. The rationale for the latter investment was two-fold: to protect our existing exposure to the Centre, and to take advantage of attractive pricing, given vendor circumstances.

Sale proceeds mainly resulted from the liquidation of two UK open-ended funds. The property portfolio returned 16.6% for the twelve months to March, underperforming its benchmark of 20.9%. The majority of underperformance is attributable to over-exposure to UK regional offices, the aforementioned shopping centre and European property fund exposure.

At 31 March 2022, un-drawn commitments for property amounted to £56.3m.

AUDITOR'S REPORT

SECTION 9: AUDITOR'S REPORT

Independent auditor's report to the members of City of Bradford Metropolitan Council

Report on the audit of the financial statements

Opinion on the financial statements of West Yorkshire Pension Fund

We have audited the financial statements of West Yorkshire Pension Fund ('the Pension Fund') for the year ended 31 March 2022, which comprise the Fund Account, the Net Assets Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2021/22.

In our opinion the financial statements:

- give a true and fair view of the financial transactions of the Pension Fund during the year ended 31 March 2022, and the amount and disposition of the Pension Fund's assets and liabilities as at 31 March 2021; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2021/22.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities section of our report. We are independent of the Council, as administering authority for the Pension Fund, in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Director of Finance's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Pension Fund's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Director of Finance with respect to going concern are described in the relevant sections of this report.

Other information

The Director of Finance is responsible for the other information. The other information comprises the information included in the Statement of Accounts, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

SECTION 9: AUDITOR'S REPORT

Responsibilities of the Director of Finance for the financial statements

As explained more fully in the Statement of the Director of Finance's Responsibilities, the Director of Finance is responsible for the preparation of the Statement of Accounts, which includes the Pension Fund's financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2021/22, and for being satisfied that they give a true and fair view. The Director of Finance is also responsible for such internal control as the Director of Finance determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Director of Finance is required to comply with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 and prepare the financial statements on a going concern basis, unless the Council is informed of the intention for dissolution of the Pension Fund without transfer of services or function to another entity. The Director of Finance is responsible for assessing each year whether or not it is appropriate for the Pension Fund to prepare its accounts on the going concern basis and disclosing, as applicable, matters related to going concern.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the Pension Fund's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Council, we identified that the principal risks of non-compliance with laws and regulations related to the Public Service Pensions Act 2013, the Local Government Pension Scheme Regulations 2013 (as amended) and the Local Government Pension Scheme (Management and Investment of Funds) Regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements.

We evaluated the Director of Finance's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- discussing with management and the Governance and Audit Committee the policies and procedures regarding compliance with laws and regulations;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the Fund which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of management and the Governance and Audit Committee on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;
- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management and the Governance and Audit Committee. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

SECTION 9: AUDITOR'S REPORT

We are also required to conclude on whether the Director of Finance's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. We performed our work in accordance with Practice Note 10: Audit of financial statement and regularity of public sector bodies in the United Kingdom, and Supplementary Guidance Note 01, issued by the National Audit Office in April 2021.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's www.frc.org.uk/auditorsresponsibilities website at. This description forms part of our auditor's report.

Matters on which we are required to report by exception under the Code of Audit Practice

We are required by the Code of Audit Practice to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make a recommendation under section 24 of the Local Audit and Accountability Act 2014; or
- we exercise any other special powers of the auditor under sections 28, 29 or 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

Use of the audit report

This report is made solely to the members of City of Bradford Metropolitan District Council, as a body and as administering authority for the West Yorkshire Pension Fund, in accordance with part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 44 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to the members of the Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members of the Council, as a body, for our audit work, for this report, or for the opinions we have formed.

[Signature]

Cameron Waddell

Key Audit Partner

For and on behalf of Mazars LLP

5th Floor

3 Wellington Place

Leeds

LS1 4AP

[Insert date]

STATEMENT OF ACCOUNTS



SECTION 10: STATEMENT OF ACCOUNTS

Statement of accounts

The City of Bradford Metropolitan District Council (Bradford Council), as administering authority for West Yorkshire Pension Fund, is required to make arrangements for the proper administration of its financial affairs, and to secure that one of its officers has the responsibility for the administration of those affairs. In this authority, that officer is the Director of Finance.

The Director of Finance is responsible for the preparation of the Statement of Accounts, which is required to present fairly the financial position of the fund at 31 March 2022 and its income and expenditure for the year ended 31 March 2022.

In preparing this Statement of Accounts Director of Finance has issued a manual on the practices to be adopted in the preparation of the year-end accounts. This document sets out arrangements for ensuring the accounts are prepared in a consistent and prudent manner in line with suitable accounting principles.

Fund account for the year ended 31 March 2022

| | Note | 2022 £000 | 2021 £000 |
|---|------|-------------------|-------------------|
| Dealings with members, employers and others directly involved in the fund | | | |
| Contributions receivable | 6 | 475,463 | 480,170 |
| Transfers in | 7 | 32,012 | 26,934 |
| Non-statutory pensions and pensions increases recharged | 8 | 20,171 | 21,019 |
| | | 527,646 | 528,123 |
| Benefits payable | 9 | -591,305 | -550,077 |
| Non-statutory pensions and pensions increase | 8 | -20,171 | -21,019 |
| Payments to and on account of leavers | 10 | -19,993 | -23,373 |
| | | -631,469 | -594,469 |
| Net additions/(withdrawals) from dealing with members | | -103,823 | -66,346 |
| Management expenses | 13 | -10,455 | -10,002 |
| Net additions / (withdrawals) including management expenses | | -114,278 | -76,348 |
| Returns on investments | | | |
| Investment Income | 15 | 425,221 | 361,159 |
| Taxes on income | 15a | -9,143 | -7,919 |
| Profit and losses on disposal and changes in value of investments | 17a | 1,275,543 | 2,833,734 |
| Stock lending | 17c | 1,871 | 2,278 |
| Net return on investments | | 1,693,492 | 3,189,252 |
| Net Increase/(decrease) in the net assets available for benefits during the year | | 1,579,214 | 3,112,904 |
| Fund opening net assets | | 16,327,202 | 13,214,298 |
| Fund closing net assets | | 17,906,416 | 16,327,202 |

SECTION 10: STATEMENT OF ACCOUNTS

Net Assets Statement at 31 March 2022

| | Note | 2022 £000 | 2021 £000 |
|--|------|-------------------|-------------------|
| Investment assets | | | |
| Bonds | 17 | 1,402,820 | 1,315,811 |
| Equities (including convertible shares) | 17 | 10,867,555 | 9,998,808 |
| Index-linked securities | 17 | 755,940 | 735,119 |
| Pooled investment vehicles | 17 | 4,178,132 | 3,702,738 |
| Direct Property | 17 | 7,350 | 7,300 |
| Cash deposits | 17 | 556,926 | 422,003 |
| Cash in bank | 17 | 6,230 | 41,592 |
| Other investment balances | 17 | 61,580 | 58,153 |
| Investment liabilities | | | |
| Other investment balances | 17 | -43 | -13,990 |
| Total net investments | | 17,836,490 | 16,267,534 |
| Current assets | | | |
| Debtors | 20 | 95,663 | 81,033 |
| Current liabilities | | | |
| Creditors | 21 | -25,737 | -21,365 |
| Net current assets and liabilities | | 69,926 | 59,668 |
| Net assets of the scheme available to fund benefits | | 17,906,416 | 16,327,202 |

The financial statements for West Yorkshire Pension Fund do not take account of liabilities to pay pensions and other benefits after 31 March 2022. This financial statement shows the net value of assets owned by the fund, the actuarial calculation of the present value of promised retirement benefits is provided in note 12.

Signed

Chris Chapman

Director of Finance & IT
City of Bradford Metropolitan District Council **DD MMMM 2021**

SECTION 10: STATEMENT OF ACCOUNTS

Notes to the accounts

Note 1. Operations and Membership

The West Yorkshire Pension Fund (WYPF) provides for the payment of defined pension benefits to members or their dependants, employees or former employees of participating employers. WYPF publishes its own detailed report and accounts document, which is available on the WYPF website address www.wypf.org.uk.

Administering Authority

City of Bradford Metropolitan District Council is the administering authority for the Fund, and as such has statutory responsibility for the management and administration of the Fund. The Fund's entire investment portfolio is managed within the Northern LGPS on a day to day basis in-house supported by the Fund's external advisers.

Legal Status

WYPF is a statutory scheme and the benefits are paid out under the provisions of the Local Government Pension Scheme Regulations (2013). It has been classified as a registered public service pension scheme under Chapter 2 of Part 4 of the Finance Act 2004.

The scheme is governed by the Superannuation Act 1972 and the Public Service Pensions Act 2013.

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

Management

The West Yorkshire Pension Fund Joint Advisory Group is responsible for advising on the administration of the Fund. The group is made up of three elected members from each of the five West Yorkshire Metropolitan District Councils (MDCs), three Trade Union representatives and two Scheme members. The Investment Advisory Panel is responsible for advising on the investment of the Fund and comprises two elected members from each of the five West Yorkshire Metropolitan District Councils, three trade union representatives, two external investment advisors, two scheme members, the Director – West Yorkshire Pension Fund and a Chief Financial Officer from the West Yorkshire District Councils on a two-year rotational basis.

Participating employers

There were 463 participating employers during the year, 30 left in the year, leaving 433 at 31st March 2022 (409 employers as at 31st March 2021) whose employees were entitled to be contributors to the Fund.

Membership

Total membership as at 31st March 2022 is 307,797 (31st March 2021 is 298,307).

| At 31 March 2021 | Profile of membership | At 31 March 2022 |
|---------------------|---------------------------------|---------------------|
| 101,079 | Active members | 104,891 |
| 100,869 | Pensioner members | 104,710 |
| 96,359 | Members with preserved pensions | 98,196 |
| 298,307 | Total members | 307,797 |

Benefits payable

On 1st April 2014, LGPS pensions 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 increased annually in line with the Consumer Prices Index. Prior to April 2014 pension benefits under the LGPS were based on final pensionable pay and length of pensionable service as summarised below:

SECTION 10: STATEMENT OF ACCOUNTS

| | Service pre 1 April 2008 | Service post 31 March 2008 |
|----------|---|--|
| Pension | Each year worked is worth 1/80 x final pensionable salary | Each year worked is worth 1/60 x final pensionable salary |
| Lump sum | Automatic lump sum of 3 x pension. In addition, part of the annual pension can be exchanged for a one off tax free cash payment. A Lump sum of £12 is paid for each £1 of pension given up. | No automatic lump sum. Part of the annual pension can be exchanged for a one off tax free cash payment. A lump sum of £12 is paid for each £1 of pension given up. |

Note 2. Actuary's Report

West Yorkshire Pension Fund

Statement of the Actuary for the year ended 31 March 2022

Introduction

The Scheme Regulations require that a full actuarial valuation is carried out every third year. The purpose of this is to establish that the West Yorkshire Pension Fund (the fund) is able to meet its liabilities to past and present contributors and to review employer contribution rates. The last full actuarial investigation into the financial position of the fund was completed as at 31 March 2019 by Aon, in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.

Actuarial Position

- The valuation as at 31 March 2019 showed that the funding level of the fund had increased since the previous valuation with the market value of the fund's assets as at 31 March 2019 (of £14,363.0M) covering 106% of the liabilities allowing, in the case of pre- 1 April 2014 membership for current contributors to the fund, for future increases in pensionable pay.
- The valuation also showed that the aggregate level of contributions required to be paid by participating employers with effect from 1 April 2020 was:
 - 18.0% of pensionable pay. This is the rate calculated as being sufficient, together with contributions paid by members, to meet the liabilities arising in respect of service after the valuation date (the primary rate),

Plus

 - an allowance of 0.9% of pay for McCloud and cost management – see paragraph 9 below,

Less

 - 2.3% of pensionable pay to restore the assets to 100% of the liabilities in respect of service prior to the valuation date over a recovery period of 22 years from 1 April 2020 (which together with the allowance above comprises the secondary rate).
- In practice, each individual employer's or group of employers' position is assessed separately and contributions are set out in Aon's report dated 31 March 2020 (the "actuarial valuation report"). In addition to the contributions certified, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the fund by the employers.

Total contributions payable by all employers over the three years to 31 March 2023 are estimated to be:

| Year from 1 April | % of pensionable pay | Plus total contribution amount (£m) |
|-------------------|----------------------|-------------------------------------|
| 2020 | 16.3 | 3.4 |
| 2021 | 16.5 | 2.4 |
| 2022 | 16.6 | 1.9 |

- The funding plan adopted in assessing the contributions for each employer is in accordance with the funding Strategy Statement. Different approaches were adopted in relation to the calculation of the primary contribution rate, stepping of contribution increases and individual employers' recovery periods as agreed

SECTION 10: STATEMENT OF ACCOUNTS

with the Administering Authority and reflected in the funding Strategy Statement, reflecting the employers' circumstances.

5. The valuation was carried out using the projected unit actuarial method for most employers and the main financial actuarial assumptions used for assessing the funding target and the contribution rates were as follows.

Discount rate for periods in service

| | |
|---|------------|
| Scheduled and Subsumption body funding target * | 4.35% p.a. |
| Intermediate funding targets* | |
| ▪ Low risk scheduled bodies | 4.10% p.a. |
| ▪ Low risk admission bodies and medium risk scheduled bodies | 3.95% p.a. |
| ▪ Medium risk admission bodies and higher risk scheduled bodies | 3.80% p.a. |
| Ongoing Orphan funding target | 3.30% p.a. |

Discount rate for periods after leaving service

| | |
|---|------------|
| Scheduled and Subsumption body funding target * | 4.35% p.a. |
| Intermediate funding targets* | |
| ▪ Low risk scheduled bodies | 4.10% p.a. |
| ▪ Low risk admission bodies and medium risk scheduled bodies | 3.95% p.a. |
| ▪ Medium risk admission bodies and higher risk scheduled bodies | 3.80% p.a. |
| Ongoing Orphan funding target | 1.60% p.a. |

Rate of pay increases

3.35% p.a.

Rate of increase to pension accounts

2.10% p.a.

Rate of increases in pensions in payment
(in excess of Guaranteed Minimum Pension)

2.10% p.a.

- * *The Scheduled and Subsumption body and intermediate funding targets discount rates, as appropriate, were also used for employers whose liabilities will be subsumed after exit by an employer subject to that funding target.*

In addition, the discount rate for already orphaned liabilities (i.e. where there is no scheme employer responsible for funding those liabilities and employer has exited the fund) was 1.3% p.a.

The assets were valued at market value.

Further details of the assumptions adopted for the valuation, including the demographic assumptions, are set out in the actuarial valuation report.

6. The key demographic assumption was the allowance made for longevity. The post retirement mortality assumption adopted for the actuarial valuation was in line with standard self-administered pension scheme (SAPS) S2N mortality tables with appropriate scaling factors applied based on an analysis of the Fund's pensioner mortality experience and a Fund membership postcode analysis using Aon's Demographic Horizons™ longevity model, and included an allowance for improvements based on the 2018 Continuous Mortality Investigation (CMI) Core Projections Model (CMI2018), with a Sk of 7.5, Adjustment Parameter of 0.00 and a long term annual rate of improvement in mortality rates of 1.5% p.a. The resulting average future life expectancies at age 65 (for normal health retirements) were:

| | Men | Women |
|--|------|-------|
| Current pensioners aged 65 at the valuation date | 21.8 | 24.5 |
| Current active members aged 45 at the valuation date | 22.4 | 25.6 |

7. The valuation results summarised in paragraphs 1 and 2 above are based on the financial position and market levels at the valuation date, 31 March 2019. As such the results do not make allowance for changes which have occurred subsequent to the valuation date. The Administering Authority, in conjunction with the Actuary, monitors the funding position on a regular basis.

8. The formal actuarial valuation report and the Rates and Adjustments Certificate setting out the employer contribution rates for the period from 1 April 2020 to 31 March 2023 were signed on 31 March 2020. Other

SECTION 10: STATEMENT OF ACCOUNTS

than as agreed or otherwise permitted or required by the Regulations, employer contribution rates will be reviewed at the next actuarial valuation of the fund as at 31 March 2022 in accordance with Regulation 62 of the Local Government Pension Scheme Regulations 2013.

9. There are a number of uncertainties regarding the Scheme benefits and hence liabilities:

▪ **Increases to Guaranteed Minimum Pensions (GMPs):**

The 2019 valuation allows for the extension of the 'interim solution' for public service schemes to pay full inflationary increases on GMPs for those reaching State Pension Age (SPA) between 6 April 2016 and 5 April 2021. On 23 March 2021, the Government published a response to its consultation on the longer term solution to indexation and equalisation for GMPs and set out its proposal to extend the interim solution further to those reaching SPA after 5 April 2021.

The results of the 2019 valuation do not allow for the impact of this proposed longer term solution. Based on approximate calculations, at a whole of fund level, the impact of providing full pension increases on GMPs for those members reaching State Pension Age after 5 April 2021 is an increase in past service liabilities of between 0.1% to 0.2% across the fund as a whole.

▪ **Cost Management Process and McCloud judgement:**

Initial results from the Scheme Advisory Board 2016 cost management process indicated that benefit improvements / member contribution reductions equivalent to 0.9% of pay would be required. However, the cost management process was paused following the Court of Appeal ruling that the transitional arrangements in both the Judges' Pension Scheme (McCloud) and Firefighters' Pension Scheme (Sargeant) constituted illegal age discrimination. Government confirmed that the judgement would be treated as applying to all public service schemes including the LGPS (where the transitional arrangements were in the form of a final salary underpin) and a consultation on changes to the LGPS was issued in July 2020.

On 13 May 2021 Government confirmed the key elements of the expected changes to the LGPS to implement the McCloud judgement in a Written Ministerial Statement, although final Regulations are not expected to be come into force until 2023. After incorporating the potential costs of the McCloud remedy, the 2016 SAB cost management process has concluded, with no benefit improvements or member contribution changes being recommended under that process. However some uncertainty remains as the inclusion of McCloud costs in the cost management process is the subject of a Judicial Review.

The employer contributions certified from 1 April 2020 as part of the 2019 valuation include an allowance of 0.9% of pay in relation to the potential additional costs of the McCloud judgement / cost management process. This was a simplified approach which didn't take account of different employer membership profiles or funding targets and may be more or less than the assessed cost once the final details of the LGPS changes arising from the McCloud judgement and (if applicable) the 2016 cost management process have been confirmed.

▪ **Goodwin**

An Employment Tribunal ruling relating to the Teachers' Pension Scheme concluded that provisions for survivor's benefits of a female member in an opposite sex marriage are less favourable than for a female in a same sex marriage or civil partnership, and that treatment amounts to direct discrimination on grounds of sexual orientation. The chief secretary to the Treasury announced in a written ministerial statement on 20 July 2020 that he believed that changes would be required to other public service pension schemes with similar arrangements, although these changes are yet to be reflected in LGPS regulations. We expect the average additional liability to be less than 0.1%, however the impact will vary by employer depending on their membership profile.

10. This Statement has been prepared by the Actuary to the Fund, Aon, for inclusion in the accounts of the fund. It provides a summary of the results of the actuarial valuation which was carried out as at 31 March 2019. The valuation provides a snapshot of the funding position at the valuation date and is used to assess the future level of contributions required.

This Statement must not be considered without reference to the formal actuarial valuation report which details fully the context and limitations of the actuarial valuation.

SECTION 10: STATEMENT OF ACCOUNTS

Aon does not accept any responsibility or liability to any party other than our client, City of Bradford Metropolitan District Council, the Administering Authority of the fund, in respect of this Statement.

11. The report on the actuarial valuation as at 31 March 2019 is available on the fund's website at the following address:

<https://www.wypf.org.uk/media/2850/wypf-2019-valuation-report.pdf>

Aon Solutions UK Limited

June 2022

SECTION 10: STATEMENT OF ACCOUNTS

Note 3. Accounting policies

Basis of preparation

This statement of accounts summarises the fund's transactions for the 2020/21 financial year and its financial position at year-end as at 31 March 2022. The accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

The financial statements summarise the transactions of the fund and report on the net assets available to pay pension benefits. They do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year. The valuation of the present value of future benefits payable is provided by our actuary in note 12.

Contributions

Normal contributions from employers are accounted for on an accruals basis at the percentage rate recommended by the fund actuary in the payroll period to which they relate. Normal contributions from members are accounted for on an accruals basis at a percentage rate outlined in the Local Government Pension Scheme Regulations

Employer deficit funding contributions are accounted for on the due dates on which they are payable.

Where employers have to pay the indirect costs of early retirement, these costs are accounted for in the period in which the liability arises. Any amount due but unpaid are classed as current asset debtors.

Transfers in and out of the fund

Transfer values represent amounts received and paid during the period for individuals. Bulk (group) transfers are accounted for on an accruals basis, these are calculated in accordance with the Local Government Pension Scheme Regulations 2013.

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.

Management expenses

All management expenses are accounted for on an accruals basis. The Code does not require any breakdown of pension fund management expenses. However, in the interests of greater transparency, the Fund discloses its pension fund management expenses in accordance with CIPFA's preparing the annual report - Guidance for Local Government Pension Scheme (2019).

Administrative expenses

All WYPF staff are charged directly to the Fund. Associated indirect management costs and other overheads are apportioned to administrative expenses using relevant factors and charged as expenses to the Fund.

Oversight and Governance costs

All oversight and governance expenses are accounted for on an accruals basis. Associated indirect management costs and other overheads are apportioned to oversight and governance activities using relevant factors and charged as expenses to the fund.

Investment management expenses

All investment management expenses are accounted for on an accruals basis. Fees charged by external advisors and custodian are agreed in the respective mandates governing their appointment. The custodian fees are based on the market value of the investments under their management and unit price per transaction, therefore increase or reduce as the value of the investments and volume of transactions change. The fees of the external advisors increase by RPI on an annual basis.

The cost of the fund's in-house investment fund management team is charged direct to investment management expense and a proportion of the fund's management costs which represents management time spent by officers on investment management is also charged to investment management expenses.

SECTION 10: STATEMENT OF ACCOUNTS

Actuarial present value of promised retirement benefits

The actuarial present value of promised retirement benefits is assessed every three years per LGPS regulations and updated annually in the intervening years by the appointed actuary in accordance with the requirements of IAS19 and relevant actuarial standards. As permitted under IAS26, WYPF has opted to disclose the actuarial present value of promised retirement benefits as a note to the net assets statement (note 12).

Cash and cash equivalents

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

Financial liabilities

The fund recognises financial liabilities at amortised cost. A financial liability is recognised in the net assets statement on the date the fund becomes party to the liability.

Investment income

Interest income

Interest due on fixed-interest securities, index-linked securities and short-term investments is accounted for on an accruals basis.

Property related income

Property related income is primarily rental income which is recognised on a straight-line basis over the term of the lease. Lease incentives have been recognised as part of the total rental income over the term of the lease.

Dividend income

Dividend income is recognised on the date the shares are quoted ex dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Distribution from pooled funds

Distributions from pooled funds are recognised at the date of issue. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Movement in the net market value of investments

Changes in the net market value of investments (including investment properties) are recognised as income when positive (profits) and as expenditure when negative (losses). This comprises of all realised and unrealised profits/losses during the accounting period.

Taxation

The fund is a registered public service scheme under section 1(1) of Schedule 36 of the Finance Act 2004 and as such is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. Income from overseas investments suffers withholding tax in the country of origin, unless exemption is permitted. Irrecoverable tax is accounted for as an expense as it arises.

Financial assets

Financial assets are included in the net assets statement based on fair value or amortised cost. A financial asset is recognised in the net asset statement on the date the Fund becomes party to the contractual acquisition of the asset. From the date of recognition any gains or losses arising from changes in the fair value of assets held at fair value are recognised in the fund account. The values of investments as shown in the net assets statement have been determined at fair value in accordance with the requirements of the Code and IFRS13 (see note 18). For the purpose of disclosing levels of fair value hierarchy, the Fund has adopted the classification guidelines recommended in Practical Guidance on Investment Disclosures (PRAG/Investment Association, 2016).

SECTION 10: STATEMENT OF ACCOUNTS

Additional voluntary contributions (AVCs)

West Yorkshire Pension Fund provides an additional voluntary contribution (AVC) scheme for its members, the assets of which are invested separately from those of the pension fund. The fund has appointed Scottish Widows, Prudential and Utmost as its AVC providers. AVCs are paid to the AVC provider by employers and are specifically for providing additional benefits for individual contributors. Each AVC contributor receives an annual statement showing the amount held in their account and the movements in the year.

AVCs are not included in the accounts in accordance with section 4(1)(b) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 but are disclosed as a note only (note 11).

Currency translation

At the year-end all foreign currency balances are translated into sterling at exchange rates ruling at the financial year-end, and any gains or losses arising are treated as part of the change in market value of investments. During the year foreign currencies are transacted as follows.

- a. Proceeds of sales of foreign assets are translated into sterling at the exchange rate on the day of sale and recorded in our investment book of records in sterling and in local currency.
- b. Purchase of foreign investments are translated into sterling using the exchange rate at the time of purchase and recorded in our investment book of record at book cost in sterling and local currency.
- c. Balance of foreign currency income accounts are moved daily to capital account using the mid-market rate on the date of movement.
- d. Dividends from foreign investments are translated into sterling using the mid-market rate on the date of receipt.
- e. When currency is sold or purchased the actual trade rate is used and commissions are charged to management expense.

Acquisition costs of investments

Brokerage commissions, fees, stamp duties and foreign exchange fees paid as part of acquisition costs of investments are charged as revenue cost and included in investment management costs.

Netting

A financial asset and a financial liability shall be offset and the net amount presented in the Net Assets Statement when, and only when, the fund:

- a. currently has a legally enforceable right to set off the recognised amounts,
and
- b. intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Contingent liabilities and contractual commitments

A contingent liability arises when an event has taken place that gives the fund a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the fund. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources would be required, or the amount of the obligation cannot be measured reliably. Contingent liabilities are not recognised in the Net Assets Statement but disclosed in note 24 of the accounts.

Undrawn commitments relate to outstanding call payments due on unquoted limited partnership funds held in private equity, property and infrastructure parts of the portfolio. The amounts "called" by these funds are irregular in both size and timing over a period of between four and six years from the date of each original commitment.

SECTION 10: STATEMENT OF ACCOUNTS

Investment transactions

Investment transactions occurring up to 31 March 2022 but not settled until later are accrued in the accounts.

Note 4. Critical judgements in applying accounting policies

In applying the accounting policies set out in Note 3 above, WYPF has had to make certain critical judgements about complex transactions or those involving uncertainty about future events.

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

The preparation of the Fund's financial statements in accordance with IFRS requires management to make judgements, estimates and assumptions that affect the reported amounts of assets, liabilities, income and expenses. Due to the inherent uncertainty in making estimates, actual results reported in future periods may be based upon amounts which differ from those estimates. Estimates, judgements and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Key sources of estimation uncertainty in these financial statements, which together are deemed critical to the Fund's results and financial position, are explained below.

Fair value of financial instruments

In accordance with the Code and IFRS13, the Fund categorises financial instruments carried on the net asset statement at fair value using a three-level hierarchy as disclosed in note 18. Financial instruments categorised as level 1 are valued using quoted market prices and therefore there is minimal judgement applied in determining fair value. However, the fair value of financial instruments categorised as level 2 and, in particular, level 3 is determined using valuation techniques including discounted cashflow analysis and valuation models. These require management judgement and contain significant estimation uncertainty. Reliance is placed on our third parties to perform these valuations and further due diligence is performed by the Fund to maintain confidence in the data provided.

Retirement benefit obligations

Under IFRS the fund is required to disclose the actuarial present value of promised retirement benefits. This is disclosed as a note in note 12 and does not comprise part of the financial statements. Significant judgement and estimates are used in formulating this information, all of which are disclosed in note 12.

Covid-19 and Russian War on Ukraine

The market value movement of financial assets as a result of the prevailing Covid-19 pandemic and Russian war on Ukraine are non-adjusting events and it is impossible to estimate the continuing impact of both on this financial statement.

Note 5. Events after the balance sheet date

These are events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period (adjusting events after the reporting period).
- those that are indicative of conditions that arose after the reporting period (non-adjusting events after the reporting period).

There have been no adjusting events since 31 March 2022 and up to the date when these accounts were authorised, that require any adjustments to these accounts.

SECTION 10: STATEMENT OF ACCOUNTS

Note 6. Contributions receivable

| | 2021/22 £000 | 2020/21 £000 |
|------------------------------------|-----------------|-----------------|
| By category | | |
| Employers | 340,809 | 353,385 |
| Members | 134,654 | 126,785 |
| Total | 475,463 | 480,170 |
| By type of employer | | |
| Administering authority | 56,589 | 52,806 |
| Scheduled bodies | 382,105 | 389,501 |
| Admitted bodies | 36,769 | 37,863 |
| Total | 475,463 | 480,170 |
| By type of contribution | | |
| Employees normal contributions | 127,362 | 122,673 |
| Employees additional contributions | 7,292 | 4,112 |
| Employers normal contributions | 338,521 | 313,057 |
| Employers deficit contributions | 2,288 | 40,328 |
| Total | 475,463 | 480,170 |

Employer contribution rates and deficit contributions

Employer contributions receivable in 2021-22 were based on 31 March 2019 triennial valuation. At each triennial valuation (latest 31 March 2019) the Actuary calculates an employer rate for each employer. In addition to this some employers are also required to pay an additional monetary amount to cover any past service deficit, which is recoverable over an appropriate period.

Employee contribution rates

Employees' contributions are as set out in the LGPS regulations from 1st April 2014, and there are several tiered employee contribution rates. The rates for 2021/22 based on pay in the financial year are provided below.

| 2021/22 Pay | Contribution rate |
|----------------------|-------------------|
| Up to £14,600 | 5.50% |
| £14,601 to £22,900 | 5.80% |
| £22,901 to £37,200 | 6.50% |
| £37,201 to £41,100 | 6.80% |
| £47,101 to £65,900 | 8.50% |
| £65,901 to £93,400 | 9.90% |
| £93,401 to £110,000 | 10.50% |
| £110,001 to £165,000 | 11.40% |
| £165,001 or more | 12.50% |

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Note 7. Transfers in from other pension funds

| | 2021/22 £000 | 2020/21 £000 |
|--|-----------------|-----------------|
| Individual transfers in from other schemes | 32,012 | 25,288 |
| Bulk transfers in from other schemes | 0 | 1,646 |
| Total Transfers In | 32,012 | 26,934 |

Note 8. Non-statutory pensions increase and recharges

| | 2021/22 £000 | 2020/21 £000 |
|--------------|-----------------|-----------------|
| Pensions | 20,171 | 21,019 |
| Total | 20,171 | 21,019 |

The costs of added years granted by participating employers for early retirement together with associated inflation proofing costs are reimbursed to the fund by the employer. Costs of annual inflation proofing for non-participating employers are also recharged.

Note 9. Benefits payable

| | 2021/22 £000 | 2020/21 £000 |
|-------------------------------------|-----------------|-----------------|
| Pensions | | |
| Funded pensions – retired employees | -426,763 | -406,808 |
| Funded pensions – dependants | -33,499 | -33,611 |
| Total pensions | -460,262 | -440,419 |
| Lump sums | | |
| Funded lump sums on retirement | -117,537 | -95,919 |
| Funded lump sums on death | -13,506 | -13,739 |
| Total lump sums | -131,043 | -109,658 |
| Total benefits paid in year | -591,305 | -550,077 |

| | 2021/22 £000 | 2020/21 £000 |
|---|-----------------|-----------------|
| Benefits payable by type of employer member body | | |
| Pensions | | |
| Administering authority | -84,132 | -81,348 |
| Scheduled bodies | -446,975 | -415,221 |
| Admitted bodies | -60,198 | -53,508 |
| Total pensions | -591,305 | -550,077 |

For participating employers, all basic pensions plus the costs of annual inflation are met from the assets of the fund.

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Note 10. Payments to and on account of leavers

| | 2021/22 £000 | 2020/21 £000 |
|-------------------------|-----------------|-----------------|
| Refund of contributions | -1,488 | -1,266 |
| Individual transfers | -18,505 | -22,107 |
| Total | -19,993 | -23,373 |

Note 11. AVC Scheme – Utmost, Scottish Widows and Prudential

The fund provides an AVC Scheme for its contributors, the assets of which are invested separately from the main fund. The scheme providers are Utmost, Scottish Widows and Prudential, whereby additional benefits are secured on a money purchase basis for those contributors electing to pay additional voluntary contributions.

As advised by the three companies the amounts administered under AVC arrangements are as follows.

| | 2021/22 £000 | 2020/21 £000 (Restated) |
|---|-----------------|-------------------------------|
| Value of funds at 1 April | 13,852 | 32,865 |
| Contributions received | 311 | 7,133 |
| Transfers and withdrawals values | 0 | 145 |
| Interest and bonuses/change in market value of assets | -7,902 | 4,998 |
| Sale of investments to settle benefits due to members | -2,623 | -4,526 |
| Value of funds at 31 March | 3,638 | 40,615 |

| AVC Provider | Members still paying contributions 2021/22 Count | Members 2020/21 Count | 2021/22 £000 | 2020/21 £000 |
|-----------------|--|-----------------------------|-----------------|-----------------|
| Utmost | 191 | 214 | 1,980 | 2,090 |
| Prudential | 2,510 | 2,174 | | 26,764 |
| Scottish Widows | 422 | 503 | 1,658 | 11,761 |
| Total | 3,123 | 2,891 | 3,638 | 40,615 |

The 31 March 2022 figures for Prudential are yet to be received. Prudential were unable to provide details of contributions made by scheme members or the total value of the fund's invested by Prudential on behalf of members of the West Yorkshire Pension Fund at 31 March 2021. These details have now been received and the total restated.

Note 12. Actuarial present value of promised retirement benefits

The fund is part of the Local Government Pension Scheme and under IAS 26 it is required to disclose the actuarial present value of promised retirement benefits across the fund as a whole. The fund provides defined benefits, which for membership to 31 March 2014, are based on members' final pensionable pay. On the 1 April 2014 the scheme changed from a final salary scheme to a CARE (career average revalued earnings) scheme and pension benefits are based on a member's pay in each scheme year. The required valuation is carried out by the fund actuary Aon Hewitt using assumptions derived in the same way as those recommended for individual participating employers reporting pension liabilities under IAS 19. This approach results in a different valuation of liabilities than at the triennial funding valuation (actuarial statement on p56).

Introduction

IAS 26 requires the 'actuarial present value of the promised retirement benefits' to be disclosed, which is the IAS 26 terminology for what IAS 19 refers to as the 'defined benefit obligation'. The information set out below relates to the actuarial present value of the promised retirement benefits in WYPF which is part of the Local Government Pension Scheme. The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2014 being linked to final salary. Benefits after 31 March 2014 are based on a career average revalued earnings scheme. Details of the benefits covered by these figures are set out in 'The Local Government Pension Scheme Regulations 2013' (as amended) and 'The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014' (as amended).

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Actuarial present value of promised retirement benefits (defined benefit obligation)

Paragraph 6.5.2.8 of CIPFA's code of practice on local authority accounting for 2021/22 sets out that for consistency with employers' IAS 19 actuarial report, that the actuarial present value of promised retirement benefits based on projected salaries should be disclosed in the Pension Fund Account.

The results as at 31 March 2019, together with the results as at 31 March 2016 are shown in the table below. The corresponding fair value of fund assets is also shown in order to show the level of surplus or deficit within the fund when the liabilities are valued using IAS 19 assumptions.

| | Value as at 31 March 2019 £m | Value as at 31 March 2016 £m |
|--|------------------------------------|------------------------------------|
| Fair value of net assets | 14,363.0 | 11,211.0 |
| Actuarial present value of the defined benefit obligation (see Notes) | -19,365.8 | -14,085.4 |
| Surplus / (deficit) in the fund as measured for IAS 26 purposes | -5,002.8 | -2,874.4 |

McCloud / Sargeant judgement

The actuarial present value of the defined benefit obligation at 31 March 2019 includes an estimated liability in relation to the McCloud/Sargeant judgement of £33.15m. The McCloud/Sargeant judgement (December 2018) found that the transitional arrangements put in place when the firefighters' and judges' pension schemes were reformed constituted illegal discrimination. The government has since committed to compensate members of all public service schemes who were illegally discriminated against. In relation to the LGPS in England and Wales all members joined the new 2014 scheme for membership after 1 April 2014, but members within 10 years of normal retirement were given an underpin (or 'better of both') promise, so their benefits earned after 1 April 2014 would be at least as valuable in terms of amount and when they could be drawn, as if they had remained in the 2008 scheme.

The additional liability included within this note assumes the underpin will be extended to cover all members who were actively participating in the scheme on 1 April 2012 (and not just those within 10 years of retirement) and will apply on retirement or the date of leaving service if earlier.

Equalisation and indexation of guaranteed minimum pensions

The actuarial present value of the defined benefit obligation includes an estimated liability in relation to the equalisation and indexation of guaranteed minimum pensions (GMPs) beyond the arrangements already formally in place, which apply to members whose state pension age (SPA) is between 6 April 2016 and 5 April 2021 inclusive. Those arrangements require the LGPS to pay pension increases on GMPs at the full rate of CPI for those members, whereas GMP legislation only requires limited price increases to be applied. The additional liability included within this note assumes those arrangements for fully indexing GMPs will be extended to members whose SPA is after 5 April 2021. This has increased the defined benefit obligation by in the region of 0.1% to 0.2%.

Cost management process

The actuarial present value of the defined benefit obligation does not allow for any potential additional liability which may arise from the cost management valuations. Legislation requires HM Treasury and the Scheme Advisory Board (SAB) to undertake periodic valuations to monitor the cost of the LGPS to ensure it remains sustainable and affordable.

HM Treasury and the SAB have paused their reviews following the 'McCloud' judgement in the Court of Appeal. The cost cap process will not recommence until the remedy as applies to the LGPS has been decided.

On 24 April 2020 a number of trades unions filed court proceedings to challenge the government's decision to pause the cost management process. If successful this could lead to higher liabilities and employer costs although it is not yet known how such changes, and those required due to the McCloud case, will affect the cost management valuation due as at 31 March 2020 which it is expected would lead to changes in benefits and/or member contributions in future.

Assumptions

The latest full triennial actuarial valuation of the fund's liabilities was carried out as at 31 March 2019. The principal assumptions used for the purpose of IAS 26 by the fund's independent qualified actuaries were:

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| | 31 March 2019 (% p.a.) | 31 March 2016 (% p.a.) |
|---|---------------------------|---------------------------|
| Discount rate | 2.40 | 3.40 |
| CPI Inflation (pension increases) * | 2.20 | 1.80 |
| Rate of general increase in salaries ** | 3.45 | 3.05 |

* In excess of guaranteed minimum pension increases in payment for members whose state pension age is on or before 5 April 2016 where appropriate.

** In addition, allowance has been made for the same age related promotional salary scales as used at the actuarial valuation of the fund as at the appropriate date.

Principal demographic assumptions

The mortality assumptions are based on actual mortality experience of members within the fund based on analysis carried out as part of the 2019 actuarial valuation and allow for expected future mortality improvements. Sample life expectancies at age 65 in normal health resulting from these mortality assumptions are shown below.

| | 31 March 2019 | 31 March 2016 |
|---|---------------|---------------|
| Males | | |
| Future lifetime from age 65 (pensioners aged 65 at 31 March 2019) | 21.8 | 22.0 |
| Future lifetime from age 65 (actives aged 45 at 31 March 2019) | 22.4 | 22.9 |
| Females | | |
| Future lifetime from age 65 (pensioners aged 65 at 31 March 2019) | 24.5 | 25.1 |
| Future lifetime from age 65 (actives aged 45 at 31 March 2019) | 25.6 | 26.9 |

Different mortality assumptions have been used for other categories of member as set out in the actuary's report on the 2019 valuation. Assumptions for the rates of the rates of withdrawal and ill health retirements (for active members), the allowance made for cash commutation on retirement, and the proportion of members whose death gives rise to a dependant's pension are the same as those adopted in the 2019 valuation of the fund, which are detailed in the actuary's valuation report.

Key risks associated with reporting under IAS 26 and sensitivity

Volatility of results

Results under IAS 26 can change dramatically depending on market conditions. The defined benefit obligation is linked to yields on AA-rated corporate bonds, while a significant proportion of the assets of the fund are invested in equities and other growth assets. Changing markets in conjunction with discount rate volatility will lead to volatility in the funded status of the pension fund. For example:

A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes, although this will be marginally offset by the increase in the assets as a result (to the extent the fund invests in corporate bonds).

The majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to a higher liability value. The assets are not perfectly correlated with inflation meaning that an increase in inflation will increase the deficit.

The majority of the fund's obligations are to provide benefits for the life of the member following retirement, so increases in life expectancy will result in an increase in the liabilities.

Choice of accounting assumptions

The calculation of the actuarial present value of the promised retirement benefits involves projecting future cash flow from the fund many years into the future. This means that the assumptions used can have a material impact on the surplus/deficit.

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Furthermore, as required by the accounting standard, the assumptions (with the exception of the discount rate) have been set so that they represent a best estimate of future experience for the fund. In practice future experience within the fund may not be in line with the assumptions adopted. This means that the liabilities shown in this report only represent one view of the future and the true position could be different from those shown. For example, members could live longer than foreseen or inflation could be higher or lower than allowed for in the calculations.

Sensitivity of results to key assumptions

In order to understand the magnitude of the possible volatility in the account position and to understand which assumptions are most important in determining the size of the liabilities, it is helpful to understand how sensitive the results are to the key assumptions.

We have set out below how the results would alter by changing the discount rate, the pay increase assumption and pension increase assumption by plus or minus 0.1% and if life expectancy was to reduce or increase by one year. In each case, only the assumption mentioned is altered; all other assumptions remain the same.

Sensitivity analysis

Discount rate assumption

| | +0.1% | -0.1% |
|---|--------|-------|
| | £m | £m |
| Adjustment to discount rate assumption | | |
| £ change to present value of the defined benefit obligation | -396.0 | 404.2 |
| % change in present value of defined benefit obligation | -2.0% | 2.1% |

Rate of general increase in salaries

| | +0.1% | -0.1% |
|---|-------|-------|
| | £m | £m |
| Adjustment to salary increase rate assumption | | |
| £ change to present value of the defined benefit obligation | 50.1 | -49.5 |
| % change in present value of defined benefit obligation | 0.3% | -0.3% |

Rate of increase to pensions in payment, deferred pensions increase assumption and rate of revaluation of pension accounts

| | +0.1% | -0.1% |
|---|-------|--------|
| | £m | £m |
| Adjustment to pension increase rate assumption | | |
| £ change to present value of the defined benefit obligation | 354.2 | -346.5 |
| % change in present value of defined benefit obligation | 1.8% | -1.8% |

Post retirement mortality assumption

| | +1 year | -1 year |
|---|---------|---------|
| | £m | £m |
| Adjustment to members' life expectancy | | |
| £ change to present value of the defined benefit obligation | -745.4 | 757.9 |
| % change in present value of defined benefit obligation | -3.9% | 3.9% |

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Note 13. Management expenses

| | 2021/22 £000 | 2020/21 £000 |
|--------------------------------|-----------------|-----------------|
| Administrative costs | -4,225 | -4,002 |
| Investment management expenses | -5,531 | -5,129 |
| Oversight and governance | -699 | -871 |
| Total | -10,455 | -10,002 |

This analysis of the costs of managing West Yorkshire Pension Fund during the accounting period has been prepared in accordance with CIPFA guidance. The investment management expenses above includes a statutory audit fee of £37.4k (2020/21 £37.4k) is included on oversight and governance. The statutory audit fee does not include fees chargeable to the fund for pension assurance work undertaken at the request of employer auditors. Fees payable for this work total £18k (2020/21 £14.9k) and are recharged to the relevant employers. No other fees have been paid to the external auditor.

Investment management expenses are further analysed in Note 14.

The costs associated with the setting up and running Northern LGPS that relate specifically to WYPF are included within the administration costs above; the costs for the 2021/22 reporting period are £120k (2020/21 £75.6k).

Note 14. Investment expenses

| | 2021/22 Total £000 | Management fees £000 | Performance related fees £000 | Transaction costs £000 |
|----------------------------|--------------------------|----------------------------|-------------------------------------|------------------------------|
| Bonds | 352 | 352 | 0 | 0 |
| Equities | 3,525 | 2,726 | 0 | 799 |
| Index-linked securities | 190 | 190 | 0 | 0 |
| Pooled investment vehicles | 1,048 | 1,048 | 0 | 0 |
| Property | 2 | 2 | 0 | 0 |
| Cash deposits | 157 | 157 | 0 | 0 |
| | 5,274 | 4,475 | 0 | 799 |
| Custody Fees | 257 | | | |
| Total | 5,531 | | | |

| | 2020/21 Total £000 | Management fees £000 | Performance related fees £000 | Transaction costs £000 |
|----------------------------|--------------------------|----------------------------|-------------------------------------|------------------------------|
| Bonds | 333 | 333 | 0 | 0 |
| Equities | 3,315 | 2,529 | 0 | 786 |
| Index-linked securities | 186 | 186 | 0 | 0 |
| Pooled investment vehicles | 963 | 936 | 0 | 27 |
| Property | 2 | 2 | 0 | 0 |
| Cash deposits | 128 | 128 | 0 | 0 |
| | 4,927 | 4,114 | 0 | 813 |
| Custody Fees | 202 | | | |
| Total | 5,129 | | | |

Investment expenses are included in within management expenses (note 13). Investment expenses are of particular interest to LGPS funds' stakeholders and as such further breakdown of this cost is provided here. Transaction costs are included to comply with CIPFA guidance. All of the assets that WYPF hold are managed by a team of internal investment managers and as such we do not incur any performance fees.

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Note 15. Investment income

| | 2021/22 £000 | 2020/21 £000 |
|-------------------------------------|-----------------|-----------------|
| Income from bonds | 44,018 | 39,418 |
| Dividends from equities | 354,768 | 272,289 |
| Income from index-linked securities | 2,145 | 3,532 |
| Income from pooled funds | 22,049 | 44,287 |
| Income from direct property | 848 | 449 |
| Interest on cash deposits | 1,393 | 1,184 |
| Total | 425,221 | 361,159 |

Note 15a. Tax on income

| | 2021/22 £000 | 2020/21 £000 |
|-------------------------|-----------------|-----------------|
| Dividends from equities | -9,942 | -7,919 |
| Investment tax reclaim | 799 | 0 |
| Total | -9,143 | -7,919 |

Note 16. Direct property holdings

| | 2021/22 £000 | 2020/21 £000 |
|--|-----------------|-----------------|
| Opening balance | 7,300 | 6,675 |
| Additions | | |
| Net increase/ decrease in market value | 50 | 625 |
| Closing balance | 7,350 | 7,300 |

Note 17. Investments

Note 17a. Movement in the value of investments

| | Opening value at 1 April 2021 £000 | Purchases cost £000 | Sales proceeds £000 | Change in market value £000 | Closing value at 31 March 2022 £000 |
|-----------------------------|--|------------------------|------------------------|-----------------------------------|---|
| Bonds | 1,315,811 | 316,959 | -163,441 | -66,509 | 1,402,820 |
| Equities | 9,998,808 | 764,547 | -674,541 | 778,741 | 10,867,555 |
| Index linked securities | 735,119 | 7,643 | -23,446 | 36,624 | 755,940 |
| Pooled funds | 3,702,738 | 19,267 | -73,309 | 529,436 | 4,178,132 |
| Direct property | 7,300 | 0 | 0 | 50 | 7,350 |
| Cash Deposits | 422,003 | 1,338,872 | -1,201,150 | -2,799 | 556,926 |
| Cash at bank re investments | 41,592 | 0 | -35,362 | 0 | 6,230 |
| Other investment debtors | 58,153 | 3,427 | 0 | 0 | 61,580 |
| Other investment creditors | -13,990 | 13,947 | 0 | 0 | -43 |
| Totals | 16,267,534 | 2,464,662 | -2,171,249 | 1,275,543 | 17,836,490 |

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| | Opening value at 1 April 2020 £000 | Purchases cost £000 | Sales proceeds £000 | Change in market value £000 | Closing value at 31 March 2021 £000 |
|-----------------------------|--|------------------------|------------------------|-----------------------------------|---|
| Bonds | 1,387,187 | 335,004 | -425,563 | 19,183 | 1,315,811 |
| Equities | 7,675,343 | 330,603 | -260,462 | 2,253,324 | 9,998,808 |
| Index linked securities | 736,119 | 53,160 | -52,570 | -1,590 | 735,119 |
| Pooled funds | 3,071,112 | 326,236 | -259,111 | 564,501 | 3,702,738 |
| Direct property | 6,675 | 0 | 0 | 625 | 7,300 |
| Cash Deposits | 254,625 | 1,098,393 | -931,008 | -7 | 422,003 |
| Cash at bank re investments | 46,842 | 0 | -2,948 | -2,302 | 41,592 |
| Other investment debtors | 53,918 | 0 | 4,235 | 0 | 58,153 |
| Other investment creditors | -51,239 | 37,249 | 0 | 0 | -13,990 |
| Totals | 13,180,582 | 2,180,645 | -1,927,427 | 2,833,734 | 16,267,534 |

The change in market value of investments during the year includes all increases and decreases in market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year. A further analysis of the asset split between overseas and UK can be found in note 23.

Note 17b. Investments analysis by security type

| | 2021/22 £000 | 2020/21 £000 |
|-------------------------------------|-------------------|-------------------|
| Bonds | | |
| Public sector quoted | 731,966 | 782,562 |
| Other quoted | 670,854 | 533,249 |
| | 1,402,820 | 1,315,811 |
| Equities | 10,867,555 | 9,998,808 |
| Index-linked securities | 755,940 | 735,119 |
| Pooled funds | | |
| Hedge funds | 124,365 | 105,585 |
| Property | 703,484 | 606,022 |
| Equity | 1,125,960 | 1,220,216 |
| Private equity | 1,239,663 | 1,047,999 |
| Private equity infrastructure | 984,660 | 722,915 |
| | 4,178,132 | 3,702,737 |
| Direct property | 7,350 | 7,300 |
| Cash deposits | 556,926 | 422,003 |
| Cash in bank | 6,230 | 41,592 |
| Other Investment assets | 61,580 | 58,153 |
| Other Investment liabilities | -43 | -13,990 |
| Total | 17,836,490 | 16,267,534 |

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Note 17c. Stock lending

| | 2021/22 £000 | 2020/21 £000 |
|------------------------|-----------------|-----------------|
| Stock lending | | |
| Income – bonds | 185 | 176 |
| Income – UK equities | 235 | 396 |
| International equities | 1,533 | 1,782 |
| | 1,953 | 2,354 |
| Less – costs | -82 | -76 |
| Total | 1,871 | 2,278 |

As at 31 March 2022, the value of stock on loan to market makers was £851m (31 March 2021 £660m) and this was covered by collateral totalling £916m (31 March 2021 £702m) which includes an appropriate margin. The collateral includes a basket of Equities (£315 million), United Kingdom Gilts (£77million), US Equities (£245 million) and Government Debt (£50 million).

Note 18. Fair value – basis of valuation

The classification of assets within the fair value hierarchy is determined using the criteria set out in IFRS13 Fair Value Measurement. The basis of the valuation of each class of investment asset is set out below. There has been no change in the valuation techniques used during the year. All assets have been valued using fair value techniques which represent the highest and best price available at the reporting date. Transfers between levels are deemed to have occurred when there is a significant change to the level of observable and unobservable inputs used to determine fair value.

| Description of asset | Valuation hierarchy | Basis of valuation | Observable and unobservable | Key sensitivities affecting the valuations provided |
|--|---------------------|---|--|--|
| Market quoted equities | Level 1 | Listed investments are shown at bid prices. The bid value of the investments is based on the bid market quotation of the relevant stock exchange. | Not required | Not required |
| Quoted bonds | Level 1 | Fixed interest securities are valued at a market value based on current yields | Not required | Not required |
| Cash deposits, investment balances and debtors | Level 1 | Cash value at yearend | Not required | Not required. |
| Unquoted bonds | Level 3 | Fund managers' capital statements | Evaluated price feeds | Not required |
| Pooled investments, unit trusts and quoted property funds. | Level 2 | Closing bid price where bid and offer prices are published closing single price where single price is published. Valuations for Property Funds are provided by Fund managers and where available closing bid price is used. | NAV – based pricing set on a forward pricing basis. | Not required |
| All unquoted, delisted or suspended assets, pooled investments - hedge funds, unit trusts and property funds | Level 3 | Closing bid price where bid and offer prices are published – closing single price where single price is published. | These are based on the net asset values provided by the fund managers. Values are normally received by West Yorkshire Pension Fund between 30 and 90 days after the month end to which they relate. The values reported in the financial statements are therefore based on December 2020 to March 2021, adjusted according to estimates of investment fund performance in March, as informed by fund managers. We gain assurance over valuations and | Valuations could be affected by material events occurring between the date of the financial statements provided and the pension funds own reporting date by changes to expected cashflows and by any |

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| Description of asset | Valuation hierarchy | Basis of valuation | Observable and unobservable | Key sensitivities affecting the valuations provided |
|-----------------------------------|---------------------|--|---|---|
| | | | capital statements provided by fund managers by comparing valuations to funds' audited accounts' Net Asset Values and updated capital statements provided in subsequent periods. In the case of delisted assets we use latest available price or price advised by investment managers. | differences between audited and unaudited accounts. |
| Freehold and leasehold properties | Level 3 | Valued at fair value at the year-end by CBRE independent valuers – in accordance with the RICS Valuation – Global Standards 2017 which incorporate the International Standards and the RICS Valuation – Professional Standards UK January 2014 (revised July 2017) ('The Red Book'). | Existing lease terms <ul style="list-style-type: none"> – Independent market research – Nature of tenancies – Estimated growth – Assumed vacancy levels – Discount rate | Changes in rental growth, vacancy levels or discount rates could affect valuations as could changes to market prices. |
| Unquoted equity | Level 3 | Comparable valuation of similar companies in accordance with International Private Equity and Venture Capital Valuation Guidelines (2012). | These are based on valuations provided by the general partners to the private equity funds in which West Yorkshire Pension Fund has invested. They are prepared in accordance with the International Private Equity and Venture Capital Valuation Guidelines, which follow the valuation principles of IFRS and US GAAP. Valuations are performed annually and mainly as at the end of December. Cashflow adjustments are used to roll forward the valuations to 31 March as appropriate. | Valuations could be affected by material events occurring between the date of the financial statements provided and the pension funds own reporting date by changes to expected cash flows and by any differences between audited and unaudited accounts. |

Note 18a. Sensitivity of assets valued at level 3

The fund has determined that the valuation methods described in the table above are likely to be accurate within the following ranges and has set out below the potential impact on the closing value of investments held at 31 March 2022.

| | Assessed valuation range (+/-) | Value at 31 March 2022 £m | Value on increase £m | Value on decrease £m |
|----------------------------------|--------------------------------|------------------------------|-------------------------|-------------------------|
| Pooled investments – hedge funds | 17.8% | 124.2 | 146.3 | 102.1 |
| Property funds | 16.6% | 703.5 | 820.3 | 586.7 |
| Direct property | 9.4% | 7.4 | 8.1 | 6.7 |
| Private equity | 28.9% | 2,224.3 | 2,867.1 | 1,581.5 |
| Other assets | 1.5% | 16.8 | 17.1 | 16.5 |
| Total | | 3,076.0 | 3,860.0 | 2,292.0 |

| | Assessed valuation range (+/-) | Value at 31 March 2021 £m | Value on increase £m | Value on decrease £m |
|----------------------------------|--------------------------------|------------------------------|-------------------------|-------------------------|
| Pooled investments – hedge funds | 10% | 105.3 | 115.8 | 94.8 |
| Property funds | 10% | 453.1 | 498.4 | 407.8 |
| Direct property | 10% | 7.3 | 8.0 | 6.6 |
| Private equity | 15% | 1,770.9 | 2,036.5 | 1,505.3 |
| Other assets | 10% | 45.5 | 50.1 | 41 |
| Total | | 2,382.1 | 2,708.8 | 2,055.5 |

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Financial instruments – valuation

Valuation of financial assets carried at fair value

The valuations of financial assets have been classified into three levels according to the quality and reliability of information used to determine the fair values. Transfers between levels are recognised in the year in which they occur.

Level 1

Level 1 fair value measurements are those derived from unadjusted quoted prices in active markets for identical assets or liabilities. Financial assets classified as level 1 comprise quoted equities, quoted bonds (fixed interest securities), quoted index linked securities and unit trusts.

Level 2

Level 2 valuations are those where quoted market prices are not available, for example where the financial asset is traded in a market that is not considered to be active or valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data. Financial asset classified as level 2 are quoted property funds.

Level 3

Level 3 portfolios are those where at least one input which could have a significant effect on the instrument's valuation is not based on observable market data. Such instruments would include unquoted equity investments and hedge funds, or unquoted property funds, which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

The table below provides an analysis of the financial assets and liabilities of the fund that are carried at fair value in the fund's Net Asset Statement, grouped into levels 1 to 3 based on the degree to which the fair value is observable.

Note 18b. Valuation hierarchy

| 31 March 2022 | Level 1 £m | Level 2 £m | Level 3 £m | Total £m |
|---|---------------|---------------|---------------|---------------|
| Financial assets | | | | |
| Financial assets at fair value through profit and loss | 13,447 | 689 | 3,069 | 17,205 |
| Financial assets at amortised cost | 720 | 0 | 0 | 720 |
| Total financial assets | 14,167 | 689 | 3,069 | 17,925 |
| Non financial assets at fair value through profit and loss | | | | |
| Property | 0 | 0 | 7 | 7 |
| Financial liabilities | | | | |
| Financial liabilities at amortised cost | -26 | 0 | 0 | -26 |
| Total financial liabilities | -26 | 0 | 7 | -19 |
| Total | 14,141 | 689 | 3,086 | 17,906 |

| 31 March 2021 | Level 1 £m | Level 2 £m | Level 3 £m | Total £m |
|---|---------------|---------------|---------------|---------------|
| Financial assets | | | | |
| Financial assets at fair value through profit and loss | 12,510 | 868 | 2,375 | 15,753 |
| Financial assets at amortised cost | 603 | 0 | 0 | 603 |
| Total financial assets | 13,113 | 868 | 2,375 | 16,356 |
| Non financial assets at fair value through profit and loss | | | | |
| Property | 0 | 0 | 7 | 7 |
| Financial liabilities | | | | |
| Financial liabilities at amortised cost | -35 | 0 | 0 | -35 |
| Total financial liabilities | -35 | 0 | 7 | -28 |
| Total | 13,078 | 868 | 2,382 | 16,328 |

SECTION 10: STATEMENT OF ACCOUNTS

Reconciliation of fair value measurements within level 3

| Reconciliation of fair value measurements within level 3 | Market value 01-Apr-21 £000 | Purchases £000 | Sales £000 | Change in market value £000 | Market value 31-Mar-22 £000 |
|--|-----------------------------------|-------------------|-----------------|--------------------------------|-----------------------------------|
| Pooled investments - hedge funds | 105,328 | 0 | 0 | 18,822 | 124,150 |
| Property funds | 453,078 | 26,886 | -34,910 | 258,431 | 703,485 |
| Direct property | 7,300 | 0 | 0 | 50 | 7,350 |
| Private equity(inc NLGPS) | 1,770,914 | 431,679 | -369,300 | 391,029 | 2,224,322 |
| Other assets | 45,549 | 0 | -389 | -28,362 | 16,798 |
| Total | 2,382,169 | 458,565 | -404,599 | 639,970 | 3,076,105 |

| Reconciliation of fair value measurements within level 3 | Market value 01-Apr-21 £000 | Purchases £000 | Sales £000 | Change in market value £000 | Market value 31-Mar-22 £000 |
|--|-----------------------------------|-------------------|-----------------|--------------------------------|-----------------------------------|
| Pooled investments - hedge funds | 94,683 | 0 | 0 | 10,645 | 105,328 |
| Property funds | 455,028 | 17,088 | -7,623 | -11,415 | 453,078 |
| Direct property | 6,675 | 0 | 0 | 625 | 7,300 |
| Private equity(inc NLGPS) | 1,545,224 | 303,950 | -224,682 | 146,422 | 1,770,914 |
| Other assets | 55,244 | 123 | -8190 | -1,628 | 45,549 |
| Total | 2,156,854 | 321,161 | -240,495 | 144,649 | 2,382,169 |

Note 19. Financial instruments – classification

The following table analyses the carrying value of the financial assets and liabilities by category and by net asset statement heading as at 31 March 2022. The table also includes Direct Property (non-financial instrument) for completeness.

| 31 March 2022 | Fair value through profit or loss £000 | Financial assets at amortised cost £000 | Financial liabilities at amortised cost £000 | Total financial instruments £000 |
|------------------------------------|---|--|---|-------------------------------------|
| Financial assets | | | | |
| Bonds | 1,402,820 | 0 | 0 | 1,402,820 |
| Equities | 10,867,555 | 0 | 0 | 10,867,555 |
| Index-linked securities | 755,940 | 0 | 0 | 755,940 |
| Pooled investment vehicles | 4,178,132 | 0 | 0 | 4,178,132 |
| Cash deposits | 0 | 556,927 | 0 | 556,926 |
| Cash at bank | 0 | 6,230 | 0 | 6,230 |
| Other investment balances | 0 | 61,580 | 0 | 61,580 |
| Debtors | 0 | 95,663 | 0 | 95,663 |
| Total financial assets | 17,204,447 | 720,399 | 0 | 17,924,846 |
| Financial liabilities | | | | |
| Other investment balances | 0 | 0 | -43 | -43 |
| Creditors | 0 | 0 | -25,737 | -25,737 |
| Total financial liabilities | 0 | 0 | -25,780 | -25,780 |
| Total | 17,204,447 | 720,399 | -25,780 | 17,899,066 |
| Non financial instruments | | | | |
| Direct property | 7,350 | 0 | 0 | 7,350 |
| Total | 17,211,797 | 720,399 | -25,780 | 17,906,416 |

SECTION 10: STATEMENT OF ACCOUNTS

| 31 March 2021 | Fair value through profit or loss £000 | Financial assets at amortised cost £000 | Financial liabilities at amortised cost £000 | Total financial instruments £000 |
|------------------------------------|---|--|---|-------------------------------------|
| Financial assets | | | | |
| Bonds | 1,315,811 | 0 | 0 | 1,315,811 |
| Equities | 9,998,808 | 0 | 0 | 9,998,808 |
| Index-linked securities | 735,119 | 0 | 0 | 735,119 |
| Pooled investment vehicles | 3,702,738 | 0 | 0 | 3,702,738 |
| Cash deposits | 0 | 422,003 | 0 | 422,003 |
| Cash at bank | 0 | 41,592 | 0 | 41,592 |
| Other investment balances | 0 | 58,153 | 0 | 58,153 |
| Debtors | 0 | 81,033 | 0 | 81,033 |
| Total financial assets | 15,752,476 | 602,781 | 0 | 16,355,257 |
| Financial liabilities | | | | |
| Other investment balances | 0 | 0 | -13,990 | -13,990 |
| Creditors | 0 | 0 | -21,365 | -21,365 |
| Total financial liabilities | 0 | 0 | -35,355 | -35,355 |
| Total | 15,752,476 | 602,781 | -35,355 | 16,319,902 |
| Non financial instruments | | | | |
| Direct property | 7,300 | 0 | 0 | 7,300 |
| Total | 15,759,776 | 602,781 | -35,355 | 16,327,202 |

All net gains or losses on financial instruments are on those classified as financial assets at fair value through profit or loss.

Note 20. Current assets – debtors

| | 2021/22 £000 | 2020/21 £000 |
|----------------------------------|-----------------|-----------------|
| Contributions due from employers | 37,980 | 29,614 |
| Other debtors | 57,683 | 51,419 |
| Total | 95,663 | 81,033 |

All debtors are trade debtors with payments due within 12 months.

Note 21. Current liabilities – creditors

| | 2021/22 £000 | 2020/21 £000 |
|---------------------------|-----------------|-----------------|
| Unpaid benefits | -11,278 | -9,811 |
| Other current liabilities | -14,459 | -11,554 |
| Total | -25,737 | -21,365 |

Note 22. Related party transactions

In accordance with IAS24 Related Party Disclosures, material transactions with related parties not disclosed elsewhere are detailed below.

Administering body

Bradford Metropolitan District Council is a related party in its role as the Administering Authority for West Yorkshire Pension Fund.

In 2021/22, City of Bradford Metropolitan District Council charged West Yorkshire Pension Fund £459k in respect of support services provided (£444k in 2020/21). The support costs include a full year support for financial systems, payroll, HR, legal, internal audit and information technology services.

SECTION 10: STATEMENT OF ACCOUNTS

Employers

Employers are related parties in so far as they pay contributions to the fund in accordance with the appropriate Local Government Pension Scheme (LGPS) Regulations. A list of employers who have contributed to the fund during the reporting period can be found in Section 5 this report. Contributions owed by employers in respect of March 2022 payroll are included within the total debtors figures in note 20.

Members

The Metropolitan Councils of Bradford, Leeds, Kirklees, Wakefield and Calderdale appoint a number of members to the Investment Advisory Panel, the Joint Advisory Group and the Local Pension Board. Six of these members are in receipt of pension benefits from the fund.

There have been no material transactions between any member or their families and the pension fund.

Key management personnel

No senior officers responsible for the administration of the Fund have entered into any contract, other than their contract of employment with City of Bradford Metropolitan District Council, for the supply of goods or services to the fund.

IAS 24 requires entities to disclose key management personnel compensation. The Fund has identified key management personnel as the Director West Yorkshire Pension Fund and the Chief Executive of Bradford Council. The combined compensation for these officers, attributable to West Yorkshire Pension Fund, is £140k (2020/21 £143k). Details of the remuneration for these two posts are included in Note 33 of the City of Bradford Metropolitan District Council's statement of accounts.

Note 23. Nature and extent of risks arising from financial instruments

Risk and risk management

The fund's primary long-term risk is that its assets will fall short of its liabilities (i.e. promised benefits payable to members). Therefore, the aim of investment risk management is to minimise the risk of an overall reduction in the value of the fund and to maximise the opportunity for gains across the whole fund portfolio. The fund achieves this through asset diversification to reduce exposure to market risk (price risk, currency risk and interest rate risk) and credit risk to an acceptable level. In addition, the fund manages its liquidity risk to ensure there is sufficient liquidity to meet the fund's forecast cash flows. The fund manages these investment risks as part of its overall pension fund risk management programme.

The management of risk is set out in the fund's Investment Strategy Statement, which in turn is driven by the Funding Strategy Statement. The full text of these statements can be found at the end of this document and also at <https://www.wyfpf.org.uk/publications/policy-home/wyfpf-index/investment-strategy-statement/>

and

<https://www.wyfpf.org.uk/publications/policy-home/wyfpf-index/funding-strategy-statement/>

The investment strategy is managed by the Investment Advisory Panel, whose responsibility it is to ensure that the fund's investment portfolio, which is managed in-house, agrees with policy and strategy with regard to asset allocation.

The fund routinely monitors all risks in accordance with the fund's risk management strategy.

a. Market risk

Market risk is the risk of loss from fluctuations in equity and commodity prices, interest and foreign exchange rates and credit spreads. The fund is exposed to market risk from its investment activities, particularly through its equity holdings. The level of risk exposure depends on market conditions, expectations of future price and yield movements and the asset mix.

The objective of the fund's risk management strategy is to identify, manage and control market risk exposure within acceptable parameters, whilst optimising the return.

In general, excessive volatility in market risk is managed through the diversification of the portfolio in terms of geographical and industry sectors and individual securities. To mitigate market risk, the fund and its investment advisers undertake appropriate monitoring of market conditions and benchmark analysis.

SECTION 10: STATEMENT OF ACCOUNTS

The fund's asset holdings are spread across more than 800 UK companies, and almost 1,000 foreign companies, and a range of unit trusts and managed funds.

Risk is controlled by reviewing on a continuous basis the risk attached to the fund's asset allocation relative to the fund-specific benchmark, to ensure that any major divergence from the benchmark is acceptable.

Custodian risk is controlled through continuous monitoring and periodic review of the custodial arrangements.

Risk is also monitored in relation to the funding position of the fund and the investment requirements that flow from it, in conjunction with the fund actuary.

Counter-party and cash management risk is controlled by the in-house investment management team through the setting of appropriate limits for exposure with any individual organisation.

b. Price risk

Price risk represents the risk that the value of a financial instrument will fluctuate as a result of changes in market prices (other than those arising from interest rate risk or foreign exchange risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all such instruments in the market.

The fund is exposed to share price risk. This arises from investments held by the fund for which the future price is uncertain. All securities investments present a risk of loss of capital. The maximum risk resulting from financial instruments is determined by the fair value of the financial instruments.

The fund's investment managers mitigate this price risk through diversification. The selection of securities and other financial instruments is monitored by the fund to ensure it is within limits specified in the Fund's investment strategy.

Price risk – sensitivity analysis

Potential price changes are determined based on the observed historical volatility of asset class returns. Riskier assets such as equities will display greater potential volatility than bonds for example, so the overall outcome will depend largely on asset allocation. The fund has determined that the following movements in market price risk are reasonably possible for the 2021/22 reporting period.

| Asset type | 2021/22 Potential market movement +/- (% p.a.) | 2020/21 Potential market movement +/- (% p.a.) |
|---|--|--|
| UK bonds | 1.30 | 7.00 |
| Overseas bonds | 0.30 | 5.80 |
| UK index-linked | 5.90 | 0.90 |
| Overseas index-linked | 5.90 | 0.90 |
| UK equities | 12.20 | 31.20 |
| Overseas equities | 8.10 | 39.30 |
| Pooled funds UK equities | 12.20 | 31.20 |
| Pooled funds overseas Equities | 12.20 | 39.30 |
| Pooled funds UK properties | 18.60 | 1.70 |
| Pooled funds overseas properties | 18.60 | 1.70 |
| Pooled funds UK hedge fund | 17.80 | 11.20 |
| Pooled funds UK private equities | 34.90 | 5.40 |
| Pooled funds overseas private equities | 34.90 | 5.40 |
| Pooled funds UK private equity infrastructure | 12.90 | 0.80 |
| Pooled funds overseas private equity infrastructure | 12.90 | 0.80 |
| Direct property | 10.10 | 16.60 |
| Cash certificate of deposits | 0.50 | 1.50 |
| Cash bank | 0.50 | 1.50 |
| Other investment assets | 0.50 | 1.50 |
| Other investment liabilities | 0.50 | 1.50 |

SECTION 10: STATEMENT OF ACCOUNTS

| Asset type | Value as at 31-Mar-22 £000 | Value as at 31-Mar-21 £000 |
|---|----------------------------------|----------------------------------|
| UK bonds | 911,985 | 991,700 |
| Overseas bonds | 490,836 | 324,111 |
| UK index-linked | 659,908 | 645,331 |
| Overseas index-linked | 96,032 | 89,788 |
| UK equities | 4,902,166 | 4,453,871 |
| Overseas equities | 5,965,388 | 5,544,937 |
| Pooled funds UK equities | 546,390 | 586,529 |
| Pooled funds overseas Equities | 579,570 | 633,687 |
| Pooled funds UK properties | 596,236 | 529,604 |
| Pooled funds overseas properties | 88,561 | 76,419 |
| Pooled funds UK hedge fund | 124,365 | 105,585 |
| Pooled funds UK private equities | 818,888 | 676,465 |
| Pooled funds overseas private equities | 439,461 | 371,534 |
| Pooled funds UK private equity infrastructure | 827,553 | 639,404 |
| Pooled funds overseas private equity infrastructure | 157,107 | 83,511 |
| Direct property | 7,350 | 7,300 |
| Cash certificate of deposits | 556,927 | 422,003 |
| Cash bank | 6,230 | 41,592 |
| Other investment assets | 61,580 | 58,153 |
| Other investment liabilities | -43 | -13,990 |
| Total Investment Assets | 17,836,490 | 16,267,534 |

This can then be applied to the period end asset mix as follows.

| Asset type | Value as at 31-Mar-22 £000 | Percentage change % | Value on increase £000 | Value on decrease £000 |
|---|----------------------------------|---------------------------|------------------------------|------------------------------|
| UK bonds | 911,985 | 1.30 | 923,841 | 900,129 |
| Overseas bonds | 490,836 | 0.30 | 492,309 | 489,363 |
| UK index-linked | 659,908 | 5.90 | 698,843 | 620,973 |
| Overseas index-linked | 96,032 | 5.90 | 101,698 | 90,366 |
| UK equities | 4,902,166 | 12.20 | 5,500,230 | 4,304,102 |
| Overseas equities | 5,965,388 | 8.10 | 6,448,584 | 5,482,192 |
| Pooled funds UK equities | 546,390 | 12.20 | 613,050 | 479,730 |
| Pooled funds overseas Equities | 579,570 | 12.20 | 650,278 | 508,862 |
| Pooled funds UK properties | 596,236 | 16.60 | 707,136 | 485,336 |
| Pooled funds overseas properties | 88,561 | 16.60 | 105,033 | 72,089 |
| Pooled funds UK hedge fund | 124,365 | 17.80 | 146,502 | 102,228 |
| Pooled funds UK private equities | 818,888 | 28.90 | 1,104,680 | 533,096 |
| Pooled funds overseas private equities | 439,461 | 28.90 | 592,833 | 286,089 |
| Pooled funds UK private equity infrastructure | 827,553 | 7.90 | 934,307 | 720,799 |
| Pooled funds overseas private equity infrastructure | 157,107 | 7.90 | 177,374 | 136,840 |
| Direct property | 7,350 | 9.40 | 8,092 | 6,608 |
| Cash certificate of deposits | 556,927 | 1.50 | 559,711 | 554,141 |
| Cash bank | 6,230 | 1.50 | 6,261 | 6,199 |
| Other investment assets | 61,580 | 1.50 | 61,888 | 61,272 |
| Other investment liabilities | -43 | 1.50 | -43 | -43 |
| Total Investment Assets | 17,836,490 | | 19,832,607 | 15,840,371 |

SECTION 10: STATEMENT OF ACCOUNTS

| Asset type | Value as at 31-Mar-21 £000 | Percentage change % | Value on increase £000 | Value on decrease £000 |
|---|----------------------------------|---------------------------|------------------------------|------------------------------|
| UK bonds | 991,700 | 7.00 | 1,061,119 | 922,281 |
| Overseas bonds | 324,111 | 5.80 | 342,909 | 305,313 |
| UK index-linked | 645,331 | 0.90 | 651,139 | 639,523 |
| Overseas index-linked | 89,788 | 0.90 | 90,596 | 88,980 |
| UK equities | 4,453,871 | 31.20 | 5,843,479 | 3,064,263 |
| Overseas equities | 5,544,937 | 39.30 | 7,724,097 | 3,365,777 |
| Pooled funds UK equities | 586,529 | 31.20 | 769,526 | 403,532 |
| Pooled funds overseas Equities | 633,687 | 39.30 | 882,726 | 384,648 |
| Pooled funds UK properties | 529,604 | 1.70 | 538,607 | 520,601 |
| Pooled funds overseas properties | 76,419 | 1.70 | 77,718 | 75,120 |
| Pooled funds UK hedge fund | 105,585 | 11.20 | 117,411 | 93,759 |
| Pooled funds UK private equities | 676,465 | 5.40 | 712,994 | 639,936 |
| Pooled funds overseas private equities | 371,534 | 5.40 | 391,597 | 351,471 |
| Pooled funds UK private equity infrastructure | 639,404 | 0.80 | 644,519 | 634,289 |
| Pooled funds overseas private equity infrastructure | 83,511 | 0.80 | 84,179 | 82,843 |
| Direct property | 7,300 | 16.60 | 8,512 | 6,088 |
| Cash certificate of deposits | 422,003 | 1.50 | 428,333 | 415,673 |
| Cash bank | 41,592 | 1.50 | 42,216 | 40,968 |
| Other investment assets | 58,153 | 1.50 | 59,025 | 57,281 |
| Other investment liabilities | -13,990 | 1.50 | -14,200 | -13,780 |
| Total Investment Assets | 16,267,534 | | 20,456,502 | 12,078,566 |

Alternative (universe) assets have been restated and the assets have now been split between UK and overseas Pooled funds - other

c. Interest rate risk

The fund invests in financial assets for the primary purpose of obtaining a return on investments. These investments are subject to interest rate risks, which represent the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The fund's interest rate risk is routinely monitored by the fund and its investment advisers in accordance with the fund's risk management strategy, including monitoring the exposure to interest rates and assessment of actual interest rates against the relevant benchmarks.

The fund's direct exposure to interest rate movements as at 31 March 2022 and 31 March 2021 is set out below. These disclosures present interest rate risk based on the underlying financial assets at fair value.

| Asset type | 31 March 2022 £000 | 31 March 2021 £000 |
|---------------|--------------------------|--------------------------|
| Bonds | 1,402,820 | 1,315,811 |
| Cash deposits | 556,926 | 422,003 |
| Cash at bank | 6,230 | 41,592 |
| Total | 1,965,976 | 1,779,406 |

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. The assumed interest rate volatility is 100 basis point (BPS) per annum.

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 BPS change in interest rates.

| Asset type | Value as at 31 March 2022 £000 | Value on increase +100BPS £000 | Value on decrease -100BPS £000 |
|---------------|--------------------------------------|--------------------------------------|--------------------------------------|
| Bonds | 1,402,820 | 1,416,848 | 1,388,792 |
| Cash deposits | 556,926 | 562,495 | 551,357 |
| Cash balances | 6,230 | 6,292 | 6,168 |
| Total | 1,965,976 | 1,985,635 | 1,946,317 |

SECTION 10: STATEMENT OF ACCOUNTS

| Asset type | Value as at 31 March 2021 £000 | Value on increase +100BPS £000 | Value on decrease -100BPS £000 |
|---------------|-----------------------------------|--------------------------------------|--------------------------------------|
| Bonds | 1,315,811 | 1,328,969 | 1,302,653 |
| Cash deposits | 422,003 | 426,223 | 417,783 |
| Cash balances | 41,592 | 42,008 | 41,176 |
| Total | 1,779,406 | 1,797,200 | 1,761,612 |

d. Currency risk

Currency risk represents the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The fund is exposed to currency risk on financial instruments that are denominated in any currency other than the functional currency of the fund (GBP). The fund holds both monetary and non-monetary assets denominated in currencies other than GBP.

The following table summarises the fund's currency exposure as at 31 March 2022 and 31 March 2021.

| Currency exposure – asset type | Value as at 31 March 2022 £000 | Value as at 31 March 2021 £000 |
|---|--------------------------------------|--------------------------------------|
| Overseas bonds | 490,836 | 324,111 |
| Overseas index-linked | 96,032 | 89,788 |
| Overseas equities | 5,965,388 | 5,544,937 |
| Pooled funds overseas Equities | 579,570 | 633,687 |
| Pooled funds overseas properties | 88,561 | 76,419 |
| Pooled funds overseas private equities | 439,461 | 371,534 |
| Pooled funds overseas private equity infrastructure | 157,107 | 83,511 |
| Total overseas assets | 7,816,955 | 7,123,987 |

Currency risk – sensitivity analysis

Following analysis of historical data the fund considers the likely volatility associated with foreign exchange rate movements to be 6.0%, (2020/21 6.0%). A 6.0% strengthening/weakening of the pound against the various currencies in which the fund holds investments would decrease/increase the net assets available to pay benefits as follows.

| Asset type | Value as at 31 March 2022 £000 | Value on increase £000 | Value on decrease £000 |
|---|--------------------------------------|------------------------------|------------------------------|
| Overseas bonds | 490,836 | 520,286 | 461,386 |
| Overseas index-linked | 96,032 | 101,794 | 90,270 |
| Overseas equities | 5,965,388 | 6,323,311 | 5,607,465 |
| Pooled funds overseas Equities | 579,570 | 614,344 | 544,796 |
| Pooled funds overseas properties | 88,561 | 93,875 | 83,247 |
| Pooled funds overseas private equities | 439,461 | 465,829 | 413,093 |
| Pooled funds overseas private equity infrastructure | 157,107 | 166,533 | 147,681 |
| Total overseas assets | 7,816,955 | 8,285,972 | 7,347,938 |

| Asset type | Value as at 31 March 2021 £000 | Value on increase £000 | Value on decrease £000 |
|---|--------------------------------------|------------------------------|------------------------------|
| Overseas bonds | 324,111 | 343,558 | 304,664 |
| Overseas index-linked | 89,788 | 95,175 | 84,401 |
| Overseas equities | 5,544,937 | 5,877,633 | 5,212,241 |
| Pooled funds overseas Equities | 633,687 | 671,708 | 595,666 |
| Pooled funds overseas properties | 76,419 | 81,004 | 71,834 |
| Pooled funds overseas private equities | 371,534 | 393,826 | 349,242 |
| Pooled funds overseas private equity infrastructure | 83,511 | 88,522 | 78,500 |
| Total overseas assets | 7,123,987 | 7,551,426 | 6,696,548 |

e. Credit risk

SECTION 10: STATEMENT OF ACCOUNTS

Credit risk represents the risk that the counterparty to a transaction or a financial instrument will fail to discharge an obligation and cause the fund to incur a financial loss. The market values of investments generally reflect an assessment of credit in their pricing and consequently the risk of loss is implicitly provided for in the carrying value of the fund's financial assets and liabilities.

In essence the fund's entire investment portfolio is exposed to some form of credit risk. However, the selection of high quality counterparties, brokers and financial institutions minimises credit risk that may occur through the failure to settle a transaction in a timely manner.

The credit risk connected with stock lending is managed by holding collateral with a greater value than the amount of stock lent out at any one time. In addition, the fund is fully indemnified by our financial securities custodian on stock lending activities. Stock lending and the associated collateral at the year-end are detailed in note 17c.

f. Liquidity risk

Liquidity risk represents the risk that the fund will not be able to meet its financial obligations as they fall due. The fund therefore takes steps to ensure there are adequate cash resources available to meet its commitments. This will particularly be the case for cash, from the cashflow matching mandates from the main investment strategy to meet pensioner payroll costs, and also cash to meet investment commitments.

Note 24. Contractual commitments

At 31 March 2022 West Yorkshire Pension Fund had the following undrawn commitments.

| | Investment value at 31 March 2022 £m | Undrawn commitments £m |
|--------------------|---|------------------------------|
| Asset class | | |
| Private equity | 2,224 | 1,315 |
| Property funds | 703 | 57 |
| Total | 2,932 | 1,372 |

At 31 March 2021 West Yorkshire Pension Fund had the following undrawn commitments.

| | Investment value at 31 March 2021 £m | Undrawn commitments £m |
|--------------------|---|------------------------------|
| Asset class | | |
| Private equity | 1,771 | 1,237 |
| Property funds | 606 | 76 |
| Total | 2,377 | 1,313 |

Undrawn commitments relate to outstanding call payments due on unquoted limited partnership funds held in private equity, property and infrastructure parts of the portfolio. The amounts 'called' by these funds are irregular in both size and timing over a period of between four and six years from the date of each original commitment.

Note 25. Accounting developments

Accounting standards that have been issued before 1 January 2021 but not yet adopted by the Cipfa code of practice on local authority accounting and consequently are not yet adopted by the fund. These are listed below:

- The introduction of IFRS 16 (Leasing), has been deferred to 2022/23. In line with para 3.3.4.3 of the Code.

The introduction of, and amendments to, the above accounting standards are not expected to have a material impact on this financial statement in the period of initial application.

Note 26. Investment Strategy Statement

SECTION 10: STATEMENT OF ACCOUNTS

West Yorkshire Pension Fund has prepared an Investment Strategy Statement (ISS) published under Regulation 7 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016. The fund has also prepared a Funding Strategy Statement (FSS) in accordance with Regulation 58 of the Local Government Pension Scheme Regulations 2013. Full details of the ISS and the FSS are included in this report and are available on the fund's website <https://www.wypf.org.uk/publications/policy-home/wypf-index/investment-strategy-statement/>

Appendix A: Resolving Complaints

Internal dispute resolution procedure

With pensions being such a complicated issue it's inevitable that occasionally disagreements between members, employers and WYPF arise.

When disagreements do happen we do all we can to try to resolve them informally and reach an agreement.

But this isn't always possible. The scheme provides a formal way for disagreements to be resolved: the internal dispute resolution procedure (IDRP).

The IDRP is a two-stage process.

Stage 1 gives scheme members a chance to have a disagreement reviewed by either the employer or WYPF, depending on whom the dispute is against. The review will be undertaken by an 'adjudicator', specified by the body which was responsible for making the original decision being appealed. The member must apply for a review under Stage 1 within six months of the disagreement coming to light.

If the scheme member or their employer is not happy with the outcome of the stage 1 review, they can refer the matter to the administering authority for review under the procedure's second stage.

If further help is needed

The Pensions Advisory Service (TPAS) can also help with resolving disputes if both stages of the IDRP have not provided an agreement.

The Pensions Ombudsman settles disputes and investigates complaints that TPAS has not been able to settle. The ombudsman's decision is final and binding on all the parties to a dispute.

Policing pension schemes

The Pensions Regulator was set up following the 1995 Pensions Act. Its main role is to protect pension scheme members. From 1 April 2015 the Pensions Regulator's remit was extended to cover the administration of public service pension schemes. The Pensions Regulator issued a code of practice on governance and administration of public service pension schemes which provides practical guidance in relation to the exercise of functions under relevant pensions legislation and sets out standards of conduct and practice expected from those who exercise those functions

Appendix B: Further Information and Contacts

WYPF senior management team

| | |
|---|---|
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| WYPF Administration | |
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Appendix C: Glossary of Terms

Glossary of terms

Active member

An employee who is currently paying pension contributions.

Actuarial valuation

West Yorkshire Pension Fund's actuary carries out an actuarial valuation every three years and recommends the level of contributions for each of the fund's participating employers for the following three years. The valuation will measure the size of the fund against its future liabilities and set contribution rates according to the fund's deficit or surplus.

Additional voluntary contributions (AVCs)

These are extra payments to increase future benefits. Members can also pay AVCs to provide additional life cover.

All local government pension funds have an in-house AVC scheme that members can invest money in through an AVC provider, often an insurance company or building society.

Administering authority

The LGPS is run by administering authorities, for example county councils, in accordance with regulations approved by parliament. Each administers their own fund, into which all contributions are paid. Every three years, independent actuaries carry out a valuation of each fund and set the rate at which the participating employers must contribute to fully fund the payment of scheme benefits for that fund's membership.

Admission body

An admission body is an employer that chooses to participate in the scheme under an admission agreement. These tend to be employers such as charities and contractors.

Asset allocation

This is putting an investment strategy in place that tries to balance risk against reward by adjusting the percentage of each asset in an investment portfolio according to an investor's risk tolerance, goals and investment time frame.

Best Value

Best Value was introduced in England and Wales by the Local Government Act 1999. Its provisions came into force in April 2000. The aim was to improve local services in terms of both cost and quality. A Best Value authority must make arrangements to secure continuous improvement in the way in which its functions are exercised, taking into account a combination of economy, efficiency and effectiveness.

Brent oil price

Brent Crude is a major trading classification of sweet light crude oil that serves as a benchmark price for purchases of oil worldwide. It is quoted in US\$ in price per barrel.

Career average revalued earnings (CARE) pension scheme

From 1 April 2014, for every year they pay into the LGPS, scheme members get a pension of 1/49th of their pay, which is added to their pension account and revalued every year in line with a government treasury order currently linked to the Consumer Prices Index.

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Cash equivalent value (CEV)

This is the cash value of a member's pension rights for the purposes of divorce or dissolution of a civil partnership.

Consumer Price Index (CPI)

This is a method of measuring the changes in the cost of living, similar to the Retail Price Index. From April 2011 the amount pensions are increased annually is based on movement in the Consumer Price Index during the 12 months to the previous September.

Contracted out

The LGPS is contracted out of the State Second Pension (S2P). This means that, up to state pension age, members pay reduced National Insurance contributions between the lower and upper earnings limits, unless they opted to pay the married woman's/ widow's reduced rate of National Insurance, and do not earn a pension under S2P.

Commutation

This is giving up part or all of the pension payable from retirement in exchange for an immediate lump sum.

Convertible shares

These are shares that include an option for holders to convert into a predetermined number of ordinary shares, usually after a set date.

Custodian

This is a financial institution that holds customers' securities for safekeeping to minimise the risk of theft or loss. Most custodians also offer account administration, transaction settlements, collection of dividends and interest payments, tax support and foreign exchange.

Data governance

This refers to the overall management of the availability, usability, integrity, and security of data used in an enterprise. A sound data governance programme includes a governing body, a defined set of procedures, and a plan to execute those procedures.

Death grant

This is a lump sum paid by the pension fund to the dependants or nominated representatives of a member who dies.

Deferred pensioner

A former member of the LGPS who has left the scheme, but still has benefits in the scheme and will collect a pension from the LGPS on retirement.

Deficit payments

Pension schemes have a legal requirement to reduce any deficit – the difference between a scheme's assets and its liabilities – over time, by making additional payments.

Denomination

This is the face value of a banknote, coin, or postage stamp, as well as bonds and other fixed-income investments. Denomination can also be the base currency in a transaction, or the currency a financial asset is quoted in.

Designating body

Designating bodies are bodies that can designate employees for access to the scheme. Employees of town and parish councils, voluntary schools, foundation schools, foundation special schools, Transport for London, and the Children and Family Court Advisory and Support Service, among others, can be designated for membership of the scheme.

Discretion

Appendix C

The power given by the LGPS to enable a council or administering authority to choose how they will apply the scheme in respect of certain of its provisions. Under the LGPS they must consider certain of these discretionary provisions and pass resolutions to form a policy of how they will apply them. For the remaining discretionary provisions, they are advised to do so. They have a responsibility to act with 'prudence and propriety' in formulating their policies and must keep them under review.

Direct property

Direct investment in property is buying all or part of a physical property. Property owners can receive rent directly from tenants and realise gains or losses from the sale of the property.

Eligible councillor

This is a councillor or an elected mayor (other than the Mayor of London) who is eligible for membership of the LGPS in accordance with the scheme of allowances published by an English county council, district council or London borough council or by a Welsh county council or county borough council.

Employer covenant

This is an employer's legal obligation and financial ability to support their defined benefit pension scheme now and in the future. Assessing the strength of the covenant helps decide the appropriate level of risk when setting investment strategy.

Equity risk premium

Also referred to as simply equity premium, this is the excess return that investing in the stock market provides over a risk-free rate, such as the return from government treasury bonds. This excess return compensates investors for taking on the relatively higher risk of equity investing.

Financial instruments

These are tradable assets of any kind. They can be cash, evidence of an ownership interest in an entity, or a contractual right to receive or deliver cash or another financial instrument.

Fixed income securities

A fixed-income security is an investment that provides a return in the form of fixed periodic payments and the eventual return of principal at maturity. Unlike a variable-income security, where payments change based on some underlying measure such as short-term interest rates, the payments of a fixed-income security are known in advance.

Fund of funds (FoF)

This is a fund that holds a portfolio of other investment funds.

Guaranteed minimum pension (GMP)

The LGPS guarantees to pay a pension that is at least as high as a member would have earned had they not been contracted out of the State Earning Related Pension Scheme (SERPS) at any time between 6 April 1978 and 5 April 1997. This is called the guaranteed minimum pension (GMP).

General partners

These are owners of a partnership with unlimited liability. General partners are often managing partners who are active in the daily operations of a business.

Index-linked bonds

These are bonds in which payment of income on the principal is related to a specific price index—often the Consumer Price Index. This feature provides protection to investors by shielding them from changes in the underlying index. The bond's cashflows are adjusted to ensure that the holder of the bond receives a known real rate of return.

Internal rates of return (IRR)

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This is the discount rate often used in capital budgeting that makes the net present value of all cash flows from a particular project equal to zero.

Local government

The term local government in this report also covers police and fire civilian staff, the Mayor of London and members of the London Assembly, the chairman of the London Transport Users' Committee, employees of a National Probation Service local board or Probation Trust, a registration officer, a coroner, a rent officer, employees of a valuation tribunal, employees of a passenger transport authority, employees of the Environment Agency, non-teaching employees of an academy, an Education Action Forum or a Further or Higher Education Corporation.

Myners' principles

This is a set of principles based on Paul Myners' 2001 report, Institutional Investment in the United Kingdom.

The Myners' principles for defined benefit schemes cover:

- effective decision-making
- clear objectives
- risk and liabilities
- performance assessment
- responsible ownership
- transparency and reporting.

Ordinary shares

An ordinary share represents equity ownership in a company and entitles the owner to vote at general meetings of that company and receive dividends on those shares if dividend is payable.

Pension board

Pension boards make sure each scheme complies with governance and administration requirements. Boards may have additional duties, if scheme or other regulations specify them. They must have an equal number of employer representatives and member representatives, plus other types of members, like independent experts. All pension board members have a duty to act in line with scheme regulations and other governing documents.

Pension liberation fraud

Members with deferred benefits may be approached by companies offering to release funds early from these benefits.

The Pensions Regulator has advised pension funds to make members aware of the potential warning signs of pension liberation fraud.

Personal pension

A personal pension plan is usually purchased from a financial services company, such as an insurance company, bank, investment company or building society. Members usually pay into the plan every month and employers can also contribute to the plan.

Policy statement

This is a statement that councils and administering authorities must produce, setting out the policies they have resolved to follow in exercising certain discretions under the LGPS.

Pooled funds

These are aggregated funds from multiple individual investors. Investors in pooled fund investments benefit from economies of scale for lower trading costs, diversification and professional money management.

Private equity

Private equity is equity capital that is not quoted on a public exchange. Private equity consists of investors and funds that make investments directly into private companies or conduct buyouts of public companies that result in a delisting of public equity.

Appendix C

Capital for private equity is raised from retail and institutional investors, and can be used to fund new technologies, expand working capital within an owned company, make acquisitions, or to strengthen a balance sheet.

Quality management

This makes sure that an organisation, product or service is consistent. It has four main components: quality planning, quality control, quality assurance and quality improvement. West Yorkshire Pension Fund has been assessed and certified as meeting the requirements of ISO9001:2008.

Quantitative easing

Quantitative easing (QE) is when a central bank creates new money electronically to buy financial assets like government bonds with the aim of directly increasing private sector spending in the economy and returning inflation to target.

Related party transactions

This is an arrangement between two parties joined by a special relationship before a deal, like a business transaction between a major shareholder and a corporation.

Retail Prices Index

This is another method of measuring the changes in the cost of living. It reflects the movement of prices covering goods and services over time. Until April 2011, the amount by which pensions were increased annually was based on movement in the Retail Price Index during the 12 months to the previous September. From April 2011 the government changed the amount by which pensions increase from Retail Price Index to Consumer Price Index.

Rule of 85

Under previous regulations, when a member elected to retire before age 65, the Rule of 85 test was used to find out whether the member retired on full or reduced pension benefits. The agreement of the employer was required for employees who wished to retire before the age of 60. If the sum of the member's age and the number of whole years of their Scheme membership was 85 or more, benefits were paid in full; if the total was less than 85, the benefits were reduced. The employer had the power to waive the reduction on compassionate grounds and to pay the benefits in full. The Rule of 85 was not relevant where a member was made redundant, or was retired on grounds of efficiency or ill health.

The Rule of 85 was abolished on 1 October 2006. However, members contributing to the LGPS prior to this date will have some or all of their pension benefits protected under this rule.

Scheduled body

Means a body which is either statutorily obliged to join the LGPS or, in the case of parish councils, has a statutory right to do so.

State Earnings Related Pension Scheme (SERPS)

This is the extra earnings related part of the state pension that employed people could earn up to 5 April 2002. LGPS members were automatically contracted out of SERPS, and most paid lower national insurance contributions as a result. SERPS was replaced by the State Second Pension (S2P) from 6 April 2002.

Spot rate

This is the price quoted for immediate settlement on a commodity, a security or a currency. It's based on the value of an asset at the moment of the quote, and this in turn is based on how much buyers are willing to pay and how much sellers are willing to accept, which depends on factors such as current market value and expected future market value.

Stakeholder pension

This is a low-cost private pension; they became available from 6 April 2001. They are meant for people who currently do not have a good range of pension options available to save for their retirement. Contributors use their own money to build up a pension fund.

State pension age

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This is the earliest age people can receive the state basic pension. State pension age is currently age 65 for men. State pension age for women is currently being increased to be equalised with that for men. The government has announced that it will speed up the pace of state pension age equalisation for women, so that women's state pension age will reach 65 by November 2018.

State Second Pension (S2P)

The State Second Pension (formerly SERPS) is the additional state pension, payable from state pension age by the Department for Work and Pensions. LGPS members are contracted out of S2P and most pay lower national insurance contributions as a result.

Statutory compliance

This means following the laws on a given issue.

Stock lending

This is loaning a stock, derivative, or other security to an investor or firm. It requires the borrower to put up collateral (cash, security or a letter of credit). When stock is loaned, the title and the ownership is transferred to the borrower, and title is returned at the end of the loan period.

Subsumption

This is when a new company takes over an old company so that the old company becomes one with the new.

Transfer value

A transfer value is a cash sum representing the value of a member's pension rights.

Transferred service

Any pension members have transferred into the LGPS from a previous pension arrangement that now counts towards their LGPS membership.

Treasury management

This is the administration of an organisation's cashflow as well as the creation and governance of policies and procedures that ensure the company manages risk successfully.

Unitised funds

A unitised fund is a fund structure that allows investors to pool assets while retaining individual net asset values for each participant and keeping track of historical fund records. Each investor in the fund is accounted for separately and has their own unit – their own class of shares of the portfolio's total assets.

Voting policy

This is how West Yorkshire Pension Fund applies its shareholder voting rights. West Yorkshire Pension Fund will vote as follows.

For – when the proposal meets best practice guidelines and is in shareholders' long-term interests.

Abstain – when the proposal raises issues which do not meet best practice guidelines but either the concern is not regarded as sufficiently material to warrant opposition or an oppose vote could have a detrimental impact on corporate structures or the issue is being raised formally with the company for the first time.

Oppose – when the proposal does not meet best practice guidelines and is not in shareholders' interests over the long term.

The voting policy will be applied to all reportable companies held by the fund.

In supporting any resolution of any type, West Yorkshire Pension Fund will only vote on a resolution if:

- the resolution deals with one substantive issue and is not bundled with other items
- the resolution is fully explained and justified by the proposers, and
- there is full disclosure of information relevant to the consideration of a resolution and such information is presented in a fair and balanced way.

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West Yorkshire Pension Fund's voting policy is available in full at www.wypf.org.uk

Appendix D: Pension Administration Strategy

Contents

1. Regulatory framework and purpose
2. Review of the strategy
3. Liaison and communication
4. Employer duties and responsibilities
5. Payments and charges
6. Administering authority duties and responsibilities
7. Unsatisfactory performance
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 - a. Authorised contacts form
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Appendix D: Pension Administration Strategy

Regulatory framework and purpose

1. The regulations

This strategy is made under Regulation 59 of The Local Government Pension Scheme Regulations (LGPS) 2013.

In line with these regulations West Yorkshire Pension Fund (WYPF), Lincolnshire Pension Fund (LPF), Hounslow Pension Fund (HPF) and Barnet Pension Fund (BPF) employers have been consulted on the strategy, and a copy has been sent to the secretary of state.

1.1. Purpose

This strategy covers West Yorkshire Pension Fund, Lincolnshire Pension Fund, Hounslow Pension Fund and Barnet Pension Fund, administered under a collaboration agreement. Within this document the shared service administration, based in Bradford with a satellite office in Lincoln, will be referred to as 'the administrator'.

This strategy outlines the processes and procedures to allow WYPF, LPF, HPF, BPF and employers to work together in a cost-effective way to administer the LGPS whilst maintaining an excellent level of service to members and employers. It recognises that working co-operatively and collaboratively will be key to achieving these aims.

Each of the funds that make up WYPF's shared service arrangement also manage and maintain separate stand-alone fund policies which are available under the relevant fund's 'policies' area on the shared service website. Where there is a conflict between the shared administration strategy and a fund's stand-alone policy the individual fund's policy will prevail.

2. Review of the strategy

This strategy will be reviewed as soon as reasonably possible following any changes to the regulations, processes or procedures that affect the strategy or on an annual basis if this occurs sooner.

Changes to this strategy will be made following consultation with employers and a copy of the updated strategy will be sent to the secretary of state.

The administrator will constantly seek to improve communications between itself and the employers.

Employers are welcome to discuss any aspect of this strategy with the administrator at any time and may make suggestions for improvement to the strategy.

3. Liaison and communication

3.1. Authorised contacts for employers

Each employer will nominate a contact to administer the three main areas of the LGPS:

- a strategic contact for valuation, scheme consultation, discretionary statements and IDRPCs
- an administration contact for the day-to-day administration of the scheme, completing forms and responding to queries, and
- a finance contact for completion and submission of monthly postings and co-ordination of exception reports

If they wish, employers may also nominate additional contacts by completing an authorised user list. If a third-party organisation provides services for the employer they too can be added as an authorised contact. Overall responsibility for pension administration remains with the employer regardless of the services they outsource and proactive contract management of third-party providers is expected.

All contacts will receive a login name and password that allows them to access the Civica employer portal for online administration and the combined remittance and monthly return.

When registering, each contact should complete a Main contact registration form and Authorised user list form, and sign the administrator's user agreement for the secure administration facility.

The three main contacts are responsible for ensuring that contacts are maintained by notifying the administrator when one leaves and registering new contacts where necessary.

Appendix D: Pension Administration Strategy

3.2. Liaison and communication with employers

The administrator will provide the following contact information for employers and their members.

- A named Pension Fund Representative for regulatory or administration queries, training, advice and guidance
- A named Finance Business Partner to assist with the monthly returns process
- A dedicated contact centre for member queries

In addition to this, the administrator takes a multi-channel approach to communication with its employers.

| Format of communication | Frequency | Method of distribution |
|------------------------------|--------------------------------------|--|
| Pension Fund Representatives | 8.30am to 4.30pm Monday to Friday | Virtual meetings/face-to-face/telephone/e-mail |
| Website | Constant | Web |
| Fact card | 1 per year | Mail |
| Fact sheets | Constant | Web |
| Employer guide | Constant | Web/electronic document |
| Ad hoc training | As and when required | Virtual meetings |
| Update sessions | Up to 2 per year | Meeting |
| Annual meeting | 1 per year | Meeting |
| Manuals/toolkits | Constant | Web/electronic document |
| Pension Matters and round-up | 12 per year and as and when required | Wordpress blog and gov.direct bulk mail |
| Social media | Constant | Web |
| Ad hoc meetings | As and when required | Virtual meeting/face-to-face |
| Employer webcasts | 1 per week | Virtual meeting |

4. Employer duties and responsibilities

When carrying out their functions employers must have regard to the current version of this strategy.

4.1. Events for notification

4.1.1. Employers should be able to provide the following information in relation to their employees in the Fund.

Appendix D: Pension Administration Strategy

| Event | Preferred method of notification | Other methods available | Target | Acceptable performance |
|--|---|-------------------------|--|---|
| Monthly postings (submitted via secure portal) | Approved spreadsheet | None | 19th day of the month following the month in which contributions were deducted | 100% compliance of compliance of returns received in target |
| New starters | Monthly return | | Notified via the monthly return, the administrator will process the data within two weeks following monthly return submission | 100% compliance or better |
| Change of hours, name, payroll number or job title | Monthly return (exception report) | Web form | Notified via monthly returns, the administrator will process the data within two weeks following monthly submission. For exception report output from the monthly return, change data response must be provided to the administrator within two weeks of receipt of the exception report. If the employer isn't using monthly return then information is due within six weeks of change event. | 90% compliance or better |
| 50/50 and main scheme elections | Monthly return | | Notified by the employer via monthly return, the administrator will process the data within two weeks following monthly data submission. | 90% compliance or better |
| Service breaks/absences | Web form | | Within six weeks of the date of the absence commencing | 90% compliance or better |
| Under three-month optouts | Monthly return | | Notified by the employer via monthly return, the administrator will process the data within two weeks following monthly data submission. | 90% compliance or better |
| Leavers | Monthly return Web form Monthly returns (exception reports) | | Notified by the employer via monthly return, the administrator will process the data within two weeks following monthly data submission, else within six weeks of leaving. For exception reports, leaver forms must be provided within two months of receipt of the exception report. | 90% compliance or better |
| Retirement notifications | Web form | | 10 days before the member is due to retire unless the reason for retirement is ill health or redundancy | 100% compliance |
| Death in service notifications | Web form | | Within three days of the date of notification | 100% compliance |

Appendix D: Pension Administration Strategy

4.1.2. Notifiable events

Employers should also provide information on any circumstances which might affect their future participation in the Fund or their ability to make contributions to the Fund "notifiable events". These include the following:

- A decision which will restrict the employer's active membership in the Fund in future
Examples include: ceasing to admit new members under an admission agreement; ceasing to designate a material proportion of posts for membership; setting up a wholly owned company whose staff will not all be eligible for Fund membership; outsourcing a service which will lead to a transfer of staff
- Any restructuring or other event which could materially affect the employer's membership
Examples include: a Multi-Academy Trust re-structuring so there is change in constituent academies, the employer merging with another employer (regardless of whether or not that employer participates in the Fund), a material redundancy exercise, significant salary awards being granted, a material number of ill health retirements, large number of employees leaving voluntarily before retirement or the loss of a significant contract or income stream
- A change in the employer's legal status or constitution which may jeopardise its participation in the Fund
Examples include the employer ceasing business (whether on insolvency, winding up, receivership or liquidation), loss of charitable status, loss of contracts or other change which means the employer no longer qualifies as an employer in the Fund
- If the employer has been judged to have been involved in wrongful trading
- If any senior personnel, e.g. directors, owners or senior officers have been convicted for an offence involving dishonesty, particularly where related to the employer's business
- Where the employer has, or expects to be, in breach of its banking covenant
- Details of any improvement notice (or equivalent) served by the appropriate regulator, e.g. Education Funding and Skills Agency, Office for Students, Charity Commission, Regulator for Social Housing etc, or S114 notice for local authorities

Employers should provide this information in advance of the event occurring (where possible) or as soon as practicable thereafter.

4.2. Responsibilities

Employers are responsible for ensuring that member and employer contributions are deducted at the correct rate, including any additional contributions. Organisations with third-party providers can't delegate responsibility for this even if day-to-day tasks are carried out by that provider.

The administrator is not responsible for verifying the accuracy of any information provided by the employer for the purpose of calculating benefits under the provisions of the Local Government Pension Scheme. That responsibility rests with the employer.

Any over-payment as a result of inaccurate information being supplied by the employer shall be recovered from that employer.

In the event of the administrator being fined by The Pensions Regulator, this fine will be passed on to the relevant employer where that employer's actions or inaction caused the fine

Employers are responsible for keeping the Administering Authority informed of all events or decisions which might affect their participation in the Scheme, including the 'notifiable events' as set out in 4.1.2 above. In such circumstances the Administering Authority may increase an employer's contribution as set out in the Funding Strategy Statement. Any increase may be backdated where the employer has failed to provide information to the Administering Authority in a timely manner.

4.3. Discretionary powers

Employers are responsible for exercising the discretionary powers given to employers by the regulations. The employer is also responsible for compiling, reviewing and publishing its policy to employees in respect of the key discretions as required by the regulations. A copy of these discretions must be sent to the administrator.

Appendix D: Pension Administration Strategy

4.4. Member contribution bands

Employers are responsible for assessing and reassessing the contribution band that is allocated to a member at least once a year in April or more frequently if required in their policy. The employer must also inform the member of the band that they have been allocated on joining the scheme and when they have been reallocated to a different band.

4.5. Internal dispute resolution procedure (IDRP)

Employers must nominate an adjudicator to deal with appeals at stage one of the IDRP where the dispute is against a decision the employer has made or is responsible for making. Employers are responsible for providing details of the IDRP and the adjudicator in writing to members when informing them of decisions they have made.

5. Payments and charges

5.1. Payments by employing authorities

Employers will make all payments required under the LGPS regulations, and any related legislations, promptly to the relevant pension fund and /or its additional voluntary contribution (AVC) providers (Prudential/Scottish Widows/Standard Life) as appropriate.

5.2. Paying contributions

Member and employer contributions can be paid over at any time and should be accompanied by a monthly postings submission however they must be paid to the relevant fund by the 19th day of the month following the month in which the deductions were made. The monthly posting submission should be uploaded to the administrator by the same deadline and the data should reconcile to the payment made to the relevant fund.

Where the 19th falls on a weekend or bank holiday, the due date becomes the last working day prior to the 19th.

5.3. AVC deductions

Employers will pay AVCs to the relevant provider within one week of them being deducted.

5.4. Late payment

Employers can be reported to The Pensions Regulator where contributions are received late in accordance with the regulator's code of practice. If a matching monthly posting submission is not provided with a contribution payment by the deadline this will also be recorded as a late payment because the relevant pension fund will not be able to correctly allocate the payment received.

5.5. Awards of additional pension

Where an employer awards a member an additional pension all augmentation costs must be paid in full in one payment.

5.6. Early retirement costs

Employers should pay the full amount of the cost of any early retirements.

WYPF employers must pay this within the 30-day payment term stated on the invoice. Depending on the ability to pay, WYPF may agree to payment by monthly instalments over a maximum period of 12 months. Interest will be charged at a rate determined by the fund actuary.

LPF, BPF and HPF will invoice their respective funds' employers and will have their own payment terms that should be discussed with them if the need arises.

Appendix D: Pension Administration Strategy

5.7. Interest on late payment

In accordance with the LGPS regulations, interest may be charged on any amount overdue from an employing authority by more than one month.

5.8. Employer contributions

Employers' contributions rates are not fixed and employers are required to pay whatever is necessary to ensure that the portion of the fund relating to their organisation is sufficiently funded to meet its liabilities.

5.9. Actuarial valuation

An actuarial valuation of the fund is undertaken every three years by the fund actuary. The actuary balances the fund's assets and liabilities in respect of each employer and assesses the appropriate contribution rate and any secondary payment, if appropriate, for each employer for the subsequent three years.

5.10. Administration charges

The cost of running the administrator is charged directly to the shared service partners; the actuary takes these costs into account in assessing employers' contribution rates.

6. Administering authority duties and responsibilities

When carrying out their functions the administrator will have regard to the current version of the strategy.

6.1. Scheme administration

The administrator will ensure that training sessions and annual meetings are held on a regular basis and actively seek to promote the Local Government Pension Scheme via the following events.

- Employer annual meeting
- Member annual meeting where appropriate
- Pre-retirement courses
- New starters induction courses
- Employer training webcasts (replacing workshops)
- Bite size training videos

6.2. Responsibilities

The administrator will ensure the following functions are carried out.

- 6.2.1. Provide a helpdesk facility for enquiries, available during normal office hours, providing a single point of access for information relating to the schemes being administered
- 6.2.2. Create a member record for all new starters admitted to the scheme
- 6.2.3. Collect and reconcile employer and employee contributions
- 6.2.4. Maintain and update members' records for any changes received by the administrator
- 6.2.5. At each actuarial valuation the administrator will forward the required data in respect of each member and provide statistical information over the valuation period to the relevant fund so that their actuary can determine the assets and liabilities for each employer
- 6.2.6. Each fund will communicate the results of the actuarial valuation to the relevant employers
- 6.2.7. Produce a benefit statement each year for every active, deferred and pension credit member
- 6.2.8. Provide estimate of retirement benefits on request by the employer
- 6.2.9. Calculate and pay retirement benefits, deferred benefits and death in service benefits in accordance with LGPS rules, members' options and statutory limits.
- 6.2.10. Comply with HMRC legislation

Appendix D: Pension Administration Strategy

6.3. Decisions

The administrator will ensure that members are notified of any decisions made under the scheme regulations in relation to their benefits within 10 working days of the decision being made and will ensure the member is informed of their right of appeal.

6.4. Discretionary powers

The administering authorities with support from the administrator will ensure the appropriate policies are formulated, reviewed and publicised in accordance with the scheme regulations.

6.5. Internal dispute resolution procedure (IDRP)

The administrator will deal with employer appeals at stage two of the IDRP for WYPF, HPF and LPF. The Pension Manager of London Borough of Barnet Pension Fund will undertake this role for BPF.

An adjudicator will be nominated to deal with appeals at stage one and stage two of the IDRP where the appeal is against a decision the administrator has made or is responsible for making. For LPF, the decision maker in these stage one appeals is the Head of Pensions.

6.6. Fund performance levels

The minimum performance targets are shown below.

| Service | Days | Minimum target |
|---|---------|----------------|
| 1. New member records created | 10 | 85% |
| 2. Update personal records | 10 | 85% |
| 3. Posting monthly contributions to member records | 10 | 95% |
| 4. Calculate and action incoming transfer values | 35 | 85% |
| 5. Deferred benefit – payment of lumps sums | 3 | 90% |
| 6. Provide details of deferred benefit entitlement | 10 | 85% |
| 7. Refund of contributions – notification of entitlement | 5 | 85% |
| 8. Refund of contributions - payment | 5 | 90% |
| 9. Pay transfers out on receipt of acceptance | 35 | 85% |
| 10. Provide estimate of retirement benefits | 10 | 75% |
| 11. Retirement benefits – payment of lump sum | 3 | 90% |
| 12. Retirement benefits – calculation of pension/lump sum | 10 | 85% |
| 13. Calculation and payment of death benefits on receipt of all necessary information | 5 | 90% |
| 14. Make death grant payment to the member's nomination (provided all relevant information is received) | 1 month | 100% |
| 15. Percentage of telephone calls answered within 20 seconds | | 90% |
| 16. Annual benefit statements issued to deferred members | | by 31 May |
| 17. Annual benefit statements issued to active members | | by 31 August |
| 18. Make payment of pensions on the due date | | 100% |
| 19. Issue P60s to pensioners within statutory deadlines | | 100% |

Appendix D: Pension Administration Strategy

| | |
|--|------|
| 20. Provide information on request in respect of pension share on divorce within legislative timescales | 100% |
| 21. Implement Pension Share Orders within legislative timescales | 100% |
| 22. Undertake annual reviews to establish continuing entitlement to pensions for children over the age of 17 | 100% |

7. Unsatisfactory performance

7.1. Measuring performance

Both employer and administrator targets will be measured on a quarterly basis using the Civica document management system. Administrator performance levels will be published on a monthly basis to the shared service pension funds and fire authorities. Overall administrator performance will be published by the funds in their Report and Accounts.

7.2. Unsatisfactory performance

Where an employer materially fails to operate in accordance with the standards described in this strategy, and this leads to extra costs being incurred by the administering authority, the administering authority may issue a written notice to the employer requiring that these extra costs be met by the employer. A schedule of charges is detailed in Appendix B.

Appendix D: Pension Administration Strategy

Appendix A – Main contact registration and authorised user list

Main contact registration form



Main contact registration form

| |
|--|
| Employer name and location code |
| Employer address |

Important: please read the guidance note on **Managing your contacts** before you complete this form.

Strategic contact

| | |
|-----------|---------------------------------|
| Name | Address if different from above |
| Job title | |
| Phone | Specimen signature |
| Email | |

Administration contact

| | |
|-----------|---------------------------------|
| Name | Address if different from above |
| Job title | |
| Phone | Specimen signature |
| Email | |

Finance contact

| | |
|-----------|---------------------------------|
| Name | Address if different from above |
| Job title | |
| Phone | Specimen signature |
| Email | |

Contact at third-party payroll provider (if applicable and not listed above)

| | |
|-----------|--------------------------|
| Name | Company name and address |
| Job title | |
| Phone | Specimen signature |
| Email | |

| | |
|-----------------------------------|---|
| Date signatures valid from | Signed (by current authorised signatory) |
|-----------------------------------|---|

Appendix D: Pension Administration Strategy

Appendix B – Schedule of charges

| Performance areas | Reason for charge | Basis of charge |
|---|---|---|
| 1. Any overpayment made to a member due to inaccurate information provided by an employer will be recovered from employer, if the total overpaid is more than £50. | If the overpaid amount is the result of the employer's error, and the amount is over £50, then as such it will be recharged to the employer, plus costs of resolving and recovering the overpayment. If the overpayment is recovered from the member, then the amount recovered will be passed back to the employer, less any cost of overpayment recovery actions. | Actual amount overpaid + admin charge (admin charge will be based on managerial input at level III). |
| 2. Contributions to be paid anytime but latest date by 19th of month (weekends and bank holidays on the last working day before 19th) | Due by 19 th of the month – late receipt of funds, plus cost of additional time spent chasing payment. | Number of days late interest charged at base rate plus 1%. |
| 3. Monthly return due anytime but latest by 19th of the month, errors on return, i.e. employer/employee rate deducted incorrectly, exception reporting errors to be resolved within two months. | Due by 19 th of the month, any additional work caused by late receipt of information incorrect information, incorrect contributions. | Failure to provide appropriate information, resulting in significant work will result in admin charge (at Senior Pensions Officers level II). |
| 4. Change in member detail | If submitted via monthly data, the administrator will process data within 2 weeks following monthly data submission. For exception reports output from monthly returns, change data response must be provided to the administrator within 2 weeks of receipt of the exception report. | Failure to provide appropriate information, resulting in significant work will result in admin charge (at Pensions Officer level I). |
| 5. Early leavers information | If submitted via monthly data, the administrator will process data within 2 weeks following monthly data submission, else within 6 weeks of date of leaving. For exception reports leaver forms provided to WYPF within two months of receipt of the exception report. | Failure to provide appropriate information, resulting in significant work will result in admin charge (at pension officers level I). |
| 6. Retirement notifications | Due 10 working days before last day of employment unless the reason for retirement is ill health or redundancy – additional work caused by late receipt of information. | Failure to provide appropriate information, resulting in significant work will result in admin charge (at senior pension officers level II). |
| 7. Death in membership | Due within 3 working days of the notification – additional work caused by late receipt of information. | Failure to provide appropriate information, resulting in significant work will result in admin charge (at pension manager level III). |
| 8. AVC deducted from pay to be paid anytime but latest date by 19th of the month (weekends and bank holidays on the last working day before 19th). | Additional investigative work caused through lack of compliance by employer. | Failure to comply by employer, causing additional work for WYPF will result in admin charge (at pension officers level I). |
| 9. Re-issue of invoices | Charge based on number of request. | Additional work caused by reproducing invoices will result in admin charge (at pension officer level I). |
| 10. Authorised officers list not updated – Pension Liaison Officers, monthly contributions responsible officers | Costs of additional work resulting from employer's failure to notify the | Failure to comply by employer, causing additional work for WYPF will result in |

Appendix D: Pension Administration Strategy

| | | |
|--|---|--|
| | administrator of change in authorised officers list. | admin charge (at Pensions Officer level I). |
| 11. Security breach on system re data protection | Recharge employers any fines imposed on us in this event | Actual amount fine imposed + admin charge (admin charge will be based on managerial input at level III). |
| 12. Pension sharing order | For pension sharing order work, each party will be charged according to the instruction in the court order. | The charge is £350 + VAT for this work. |
| Miscellaneous items: | | |
| <ul style="list-style-type: none"> • Benefit recalculation • Member file search and record prints • Supplementary information requests | Where information is requested by members that is in addition to routine information. | A notional charge of £50 + VAT will be levied. Where the member has more than one known record, the charge is for each record. |

Appendix C – Charging Levels

Charges will be made on half a day basis, but for less than a quarter day no charge will be made and for more than half a day a full-day charge will be made. Any part or all of these charges may be waived at head of service discretion.

| Charge levels | I | II | III |
|------------------------|-----|------|------|
| Daily charge | £96 | £136 | £220 |
| Half day charge | £48 | £68 | £110 |

- Level I – work at Pensions Officer level
- Level II – work at Senior Pensions Officer level
- Level III – work at Pensions Manager level

Appendix E: Funding Strategy Statement

Funding Strategy Statement (FSS)

1. Introduction

1.1 The Local Government Pension Scheme Regulations 2013 provide the statutory framework under which the Administering Authority is required to prepare a Funding Strategy Statement (FSS). The key requirements for preparing the FSS can be summarised as follows:

After consultation with all such persons as it considers appropriate, including officers and elected members and other employer representatives, the Administering Authority will prepare, maintain and publish their funding strategy;

In preparing the FSS, the Administering Authority must have regard to: -

- the statutory guidance issued by CIPFA for this purpose;
- the supplementary statutory guidance issued by MHCLG (now DLUHC): Guidance on Preparing and Maintaining Policies on Review of Employer Contributions, Employer Exit Payments and Deferred Debt Agreements and the Investment Strategy Statement (ISS) published under Regulation 7 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 (as amended) (“The Investment Regulations”).

The Administering Authority has also considered the Scheme Advisory Board's Guide to Employer Flexibilities for Administering Authorities and Employers in developing the FSS and associated policies at Appendix 1 and Appendix 2.

The FSS must be revised and published in accordance with Regulation 58 of the Local Government Pension Scheme Regulations 2013 (as amended), whenever there is a material change in either the policy on the matters set out in the FSS, or ISS.

1.2 Benefits payable under the Local Government Pension Scheme (LGPS) are guaranteed by statute and thereby the pension promise is secure. The FSS addresses the issue of managing the need to fund those benefits over the long term, whilst at the same time facilitating scrutiny and accountability through improved transparency and disclosure.

1.3 The LGPS is a defined benefit scheme under which the benefits are specified in the governing legislation, currently the Local Government Pension Scheme Regulations 2013 (as amended) (“the Regulations”).

1.4 Employer contributions are determined in accordance with the Regulations which require that an actuarial valuation be completed every three years by the actuary, to include a rates and adjustments certificate. The primary rate of employers' contributions to the Fund should be set so as to “secure its solvency”. The actuary must have regard to the desirability of maintaining as nearly constant a primary rate of employer contribution as possible in addition to the requirement to secure the solvency of the pension fund and the long term cost efficiency of the Scheme, so far as relating to the pension fund. The actuary must also have regard to the FSS in carrying out the valuation.

Appendix E: Funding Strategy Statement

2. Purpose of Funding Strategy Statement (FSS)

- 2.1 Funding is the making of advance provision to meet the cost of accruing benefit promises. Decisions taken regarding the approach to funding will, therefore, determine the rate or pace at which this advance provision is made. Although the regulations specify the fundamental principles on which funding contributions should be assessed, the implementation of the funding strategy is the responsibility of the Administering Authority, acting on professional advice provided by the actuary.
- 2.2 The purpose of this FSS is to set out the processes by which the Administering Authority:
- 2.2.1 establishes a clear and transparent fund-specific strategy which will identify how employers' pension liabilities are best met going forward;
 - 2.2.2 supports the regulatory requirement that it is desirable to maintain as far as possible stable primary employer contribution rates;
 - 2.2.3 ensures that the regulatory requirements to set contributions so as to ensure the solvency and long-term cost efficiency of the Fund are met;
 - 2.2.4 takes a prudent longer-term view of funding the liabilities
 - 2.2.5 makes use of the provisions of Regulation 64(7A), 64A, and 64B
- 2.3 It should be stressed at the outset that, supplementary to the regulatory requirement to consider the desirability of maintaining a constant primary employer contribution rate as referred to in 2.2.2 above, a key priority for the Administering Authority is to bring stability to employers' total contributions through gradual increases (or decreases) phased in over a number of years. Views will be taken on what is reasonable and appropriate for employer contributions and, therefore, the degree of risk inherent within the funding targets and associated periods for recovery of deficits or return of surpluses.
- 2.4 The intention is for this strategy to be both cohesive and comprehensive for the Fund as a whole, recognising that there will be conflicting objectives which need to be balanced and reconciled. Whilst the position of all employers will be referred to in the FSS, its focus should at all times be on those actions which are in the best long-term interests of the Fund. Consequently, the FSS must remain a single strategy for the Administering Authority to implement and maintain.

3. Aims and Purpose of the Pension Fund

- 3.1 The aims of the Fund are to:
- 3.1.1 enable primary employer contribution rates to be kept as constant as possible and (subject to the Administering Authority not taking undue risks) at reasonable cost to the taxpayers, scheduled, designating, and admission bodies,
 - 3.1.2 enable overall employer contributions to be kept as constant as possible and (subject to the Administering Authority not taking undue risks) at reasonable cost to the taxpayers, scheduled, designating, and admission bodies whilst achieving and

Appendix E: Funding Strategy Statement

maintaining the solvency of the Fund, which should be assessed in light of the risk profile of the Fund and the risk appetite of the Administering Authority and employers alike;

3.1.3 manage employers' liabilities effectively and ensure that sufficient resources are available to meet all liabilities as they fall due. The Fund has a significant positive cash flow in terms of income received, including investment income, offset by monies payable; and

3.1.4 maximise the returns from investments within reasonable risk parameters.

3.2 The purpose of the Fund is to:

3.2.1 receive monies in respect of contributions from employers and employees, transfer values and investment income; and

3.2.2 pay out monies in respect of Scheme benefits, transfer values, costs, charges and expenses as defined in the LGPS Regulations and as required in the Investment regulations.

4. Responsibilities of Key Parties

4.1 The sound management of the Fund relies on all interested parties exercising their duties and responsibilities conscientiously and diligently. The key parties in this statement are the Administering Authority, Scheme employers and the actuary.

4.2 The Administering Authority should: -

4.2.1 operate a pension fund;

4.2.2 collect employee and employer contributions, investment income and other amounts due to the pension fund;

4.2.3 invest all monies held in accordance with the ISS;

4.2.4 maintain adequate records for each Scheme member;

4.2.5 exercise discretions within the regulatory framework, taking into account the cost of decisions;

4.2.6 take measures as set out in the regulations to safeguard the fund against the consequences of employer default;

4.2.7 ensure sufficient cash is available to meet liabilities as they fall due;

4.2.8 pay from the pension fund the relevant entitlements as stipulated in the Regulations;

4.2.9 provide membership records and financial information to the actuary promptly when required and information required by the Government Actuary's Department in relation to Section 13 of the Public Service Pensions Act 2013;

4.2.10 prepare and maintain a Funding Strategy Statement and Investment Strategy Statement in proper consultation with interested parties;

4.2.11 monitor all aspects of the Fund's performance and funding and amend the FSS/ISS accordingly;

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- 4.2.12 manage the valuation process in consultation with the actuary;
- 4.2.13 effectively manage any potential conflicts of interest arising from its dual role as both fund administrator and Scheme employer;
- 4.2.14 enable the Local Pension Board to review the valuation process as set out in their terms of reference;
- 4.2.15 ensure consistent use of policies relating to revising employer contributions between formal valuations, entering into deferred debt agreements and spreading exit payments; 4.2.16 ensure the process of applying those policies is clear and transparent to all fund employers

4.3 Individual employers should:

- 4.3.1 deduct contributions from employees' pay correctly;
- 4.3.2 pay all ongoing contributions, including their own as determined by the actuary, and any additional contributions promptly by the due date (including contributions due under a Deferred Debt Agreement);
- 4.3.3 develop a policy on certain discretions and exercise those discretions as permitted within the regulatory framework, taking into account the cost of decisions;
- 4.3.4 make additional contributions in accordance with agreed arrangements in respect of, for example, award of additional pension and early retirement strain;
- 4.3.5 provide adequate membership records to the Administering Authority promptly as required;
- 4.3.6 notify the Administering Authority promptly of all changes or proposed changes to membership which affect future funding;
- 4.3.7 notify the Administering Authority promptly of possible or intended changes that could affect the basis of participation in the Fund which affect future funding;
- 4.3.8 be aware that responsibility for compensatory added years, which the Administering Authority pays on behalf of the employer as a paying agent, lies with the employer which awards and is recharged for the cost of compensatory added years;
- 4.3.9 pay any exit payments required in the event of their ceasing participation in the Fund.

4.4 The Fund Actuary should:

- 4.4.1 prepare triennial valuations including the setting of employers' contribution rates at a level to ensure fund solvency and long-term cost efficiency after agreeing assumptions with the Administering Authority and having regard to the FSS and the Regulations;
- 4.4.2 prepare advice and calculations in connection with bulk transfers and individual benefit-related matters such as pension strain costs, ill health retirement costs, etc.;
- 4.4.3 provide advice and valuations on the exiting of employers from the Fund;

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- 4.4.4 provide advice to the Administering Authority on bonds or other forms of security to mitigate against the financial effect on the fund of employer default;
- 4.4.5 assist the Administering Authority in assessing whether employer contributions need to be revised between valuations as permitted or required by the regulations, in particular in relation to any review of contributions between triennial valuations under Regulation 64A;
- 4.4.6 provide views in relation to any decision by the Administering Authority to put in place a Deferred Debt Agreement under Regulation 64(7B) or spread an exit payment under Regulation 64B; and
- 4.4.7 ensure that the Administering Authority is aware of any professional guidance or other professional requirements which may be of relevance to his or her role in advising the Fund.

5. Solvency Issues, Target Funding Levels and Long-term Cost Efficiency

Risk Based Approach

- 5.1 The Fund adopts a risk based approach to funding strategy. In particular, the discount rates from 1 February 2022 are set on the basis of the assessed likelihood of meeting the funding objectives. The Administering Authority has considered 3 key decisions in setting the discount rates:
 - 5.1.1 the long-term Solvency Target (i.e. the funding objective - where the Administering Authority wants the Fund to get to);
 - 5.1.2 the Trajectory Period (how quickly the Administering Authority wants the Fund to get there), and
 - 5.1.3 the Probability of Funding Success (how likely the Administering Authority wants it to be now that the Fund will actually achieve the Solvency Target by the end of the Trajectory Period).
- 5.2 These three choices, supported by complex (stochastic) risk modelling carried out by the Fund Actuary, define the discount rates (investment return assumption) to be adopted and, by extension, the appropriate employer contributions payable. Together they measure the riskiness (and hence also the degree of prudence) of the funding strategy. These are considered in more detail below.

Solvency Target

- 5.3 The Administering Authority's primary aim is the long-term solvency of the Fund. Accordingly, employers' contributions will be set to ensure that 100% of the liabilities can be met over the long term using appropriate actuarial assumptions.
- 5.4 The Fund is deemed to be solvent when the assets held are equal to or greater than the value of the Fund's liabilities assessed using appropriate actuarial methods and assumptions. The Administering Authority believes that its funding strategy will ensure the solvency of the Fund because employers collectively have the financial capacity to increase employer contributions should future circumstances require, in order to continue to target a funding level of 100%.

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- 5.5 For all ongoing employers, other than those Admission Bodies whose liabilities are expected to be orphaned following exit and which are not considered by the Administering Authority to be sufficiently financially secure, from 1 February 2022 the Solvency Target is set:
- 5.5.1 at a level advised by the Fund Actuary as a prudent long-term funding objective for the Fund to achieve at the end of the Trajectory Period,
 - 5.5.2 based on continued investment in a mix of growth and matching assets intended to deliver a return above the rate of increases to pensions and pensions accounts (Consumer Price Index (CPI)).
- The long-term rate of CPI is assumed to be 2% p.a. and a prudent long-term investment return of 2% above CPI is assumed. The solvency discount rate is therefore of 4% p.a.
- 5.6 For Admission Bodies whose liabilities are expected to be orphaned following exit, a more prudent approach will be taken (ongoing orphan employers). The Solvency Target is set assuming a more prudent long-term investment return of 2% p.a.
- 5.7 For deferred employers it is expected that the Solvency Target will be set by considering the valuation basis which would be adopted once the Deferred Debt Agreement (DDA) ends.

Probability of Funding Success

- 5.8 The Administering Authority considers funding success to have been achieved if the Fund, at the end of the Trajectory Period, has achieved the Solvency Target. The Probability of Funding Success is the assessed chance of this happening based on asset-liability modelling carried out by the Fund Actuary.
- 5.9 The Probability of Funding Success and Trajectory Period will be set considering whether or not new members will be admitted to the Fund and a risk assessment to enable the Administering Authority to judge an employer's financial security. Scheduled bodies with no guarantee from local or central government and Admission Bodies where there is no subsumption commitment but which continue to admit new members to the Fund and are considered by the Administering Authority to be sufficiently financially secure, then form the "intermediate" employer category.
- 5.10 With effect from 1 February 2022, the discount rates will be set such that the Fund Actuary estimates that the chance that the Fund would reach or exceed its Solvency Target for each group of employers, over the relevant Trajectory Periods, as set out below:

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| | Probability of funding success | Trajectory Period |
|---|---|-------------------|
| Secure Scheduled Bodies and admission bodies with a guarantee from such bodies | 75% | 25 years |
| Intermediate employers | Dependent on risk rating: - lower risk employers: 80% - medium risk employer: 83% - higher risk employers: 85% | 25 years |
| Already orphaned employers | 95%* | 15 years* |

* The ongoing orphan funding target will be set taking in to account the exit funding target. The ongoing orphan funding target is used to set ongoing contributions for employers who will leave orphan liabilities upon exit and do not qualify for the intermediate funding target, but it is not the same as the exit funding target.

Funding Target

- 5.11 The Funding Target is the amount of assets which the Fund needs to hold at the valuation date to pay the liabilities at that date as indicated by the chosen valuation method and assumptions and the valuation data. The valuation calculations, including future service contributions and any adjustment for surplus or shortfall, set the level of contributions payable and dictate the chance of achieving the Solvency Target at the end of the Trajectory Period (defined above). The key assumptions used for assessing the Funding Target at the 2019 Valuation are summarised in Actuary's report on the valuation, based on the methodology set out in the Funding Strategy Statement in force at the time.
- 5.12 For deferred employers where a deferred debt agreement is in place, the ongoing funding target will take into account the funding target at the date the deferred debt agreement is expected to end and any other factors considered to be relevant by the Administering Authority on the advice of the Actuary, which may include, without limitation:
- 5.12.1 the agreed period of the deferred debt agreement;
 - 5.12.2 the type/group of the employer;
 - 5.12.3 the business plans of the employer;
 - 5.12.4 an assessment of the financial covenant of the employer;
 - 5.12.5 any contingent security available to the Fund or offered by the employer such as a guarantor or bond arrangements, charge over assets, etc.
- 5.13 The Fund is deemed to be fully funded when the assets are equal to or greater than 100% of the Funding Target, where the funding target is assessed based on the sum of the appropriate funding targets across all the employers/groups of employers.

Appendix E: Funding Strategy Statement

Recovery Periods

- 5.14 Where a valuation reveals that the Fund is in surplus or deficit relative to the Funding Target, subject to any smoothing of contribution changes employers' contributions will be adjusted to target 100% funding over the Recovery Period. The Fund has a target of achieving the Funding Target within a maximum period of 22 years. Whilst this is longer than the expected average future period of membership of active members, the Administering Authority considers this is reasonable in the context of the LGPS as a statutory scheme and it is a prudent approach when the Fund's assets are greater than the liabilities (sum of the employers' funding targets). The recovery period is also based on the assumption that the Scheme (and the majority of the employers) will continue for the foreseeable future, and that favourable investment performance can play a valuable role in achieving adequate funding over the long term.
- 5.15 If the assets of the scheme relating to an employer are less than the Funding Target at the date of any actuarial valuation, a recovery plan will be put in place, which is expected to require additional contributions from the employer to meet the deficit. Each employer will be informed of its deficit to enable it to make the necessary allowance in their business and financial plans. The Recovery Period in relation to an employer or group of employers is the period over which any adjustment to the level of contributions in respect of a surplus or deficit relative to the Funding Target for that employer or group of employers is payable.
- 5.16 Additional contributions to meet any shortfall will be expressed as a monetary amount, and will increase annually in line with the assumption for pay growth used for the valuation unless a different increase rate is agreed between the employer and Administering Authority. The recovery period for which the additional contributions are payable will normally be subject to the following limits: -
- 5.16.1 scheduled bodies whose participation is deemed to be indefinite, designating and open admission bodies with subsumption commitments or suitable guarantees from such bodies - 22 years
- 5.16.2 open admission bodies without a subsumption commitment or suitable guarantee and no fixed or known term of participation and scheduled bodies with no local or central government guarantee - 22 years, although the Administering Authority reserves the right to adopt a shorter period if it has concerns about the employer's strength of covenant
- 5.16.3 admission bodies with a fixed or known term of participation - remaining period of participation (including those with a subsumption commitment)
- 5.16.4 other admission bodies (i.e. those closed to new entrants) – average future working life of current active members (or period to contract end date if shorter)
- 5.16.5 deferred employers – remaining period of the deferred debt agreement
- 5.17 In determining the Recovery Period to apply for any particular employer, the Administering Authority may take into account, without limitation, the following factors:
- 5.17.1 the type/group of the employer
- 5.17.2 the size of the funding shortfall or surplus;

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- 5.17.3 the business plans of the employer;
- 5.17.4 the assessment of the financial covenant of the employer;
- 5.17.5 any contingent security available to the Fund or offered by the employer such as a guarantor or bond arrangements, charge over assets, etc.
- 5.17.6 the views of the subsuming employer where the funding target adopted is dependent upon another employer subsuming the assets and liabilities post-exit.

Employer Contributions

- 5.18 As part of each valuation separate employer contribution rates are assessed by the actuary for each participating employer or group of employers. The Administering Authority also monitors the position and may amend contributions between valuations as permitted by Regulations 64 and 64A. Further details of the Administering Authority's policy in relation to Regulation 64A is set out in Appendix 2 Amending Employer Contributions between Valuations.
- 5.19 Employer contributions required to meet the cost of future accrual of benefits for members after the valuation date (the "primary contribution rate") are assessed based on each employer or group of employers' membership, funding target and appropriate funding methodology.
- 5.20 Consistent with the aim of enabling the primary rate of employers' contributions to be kept as nearly constant as possible, contributions are set by use of the Projected Unit valuation method for most employers. The Projected Unit method is used in the actuarial valuation to determine the cost of benefits accruing to the Fund for employers who continue to admit new members. This means that the future service contribution rate is derived as the cost of benefits accruing to employee members over the year following the valuation date expressed as a percentage of members' pensionable pay over that period. The future service rate will be stable if the profile of the membership (age, gender etc.) is stable.
- 5.21 For employers who no longer admit new members, the Attained Age valuation method is normally used. This means that the contribution rate is derived as the average cost of benefits accruing to members over the period until they die, leave the Fund or retire. This approach should lead to more stable employer contribution rates than adoption of the Projected Unit method for closed employers.
- 5.22 The primary rates may be reduced if the employer or group's notional share of the Fund (its assets compared to its funding target) is calculated to be in surplus. Alternatively, additional employer contributions may be required to rectify a shortfall of assets below the funding target. These past service ("secondary") contributions are assessed taking into account the experience and circumstances of each employer, following a principle of no cross-subsidy, between the various employers (or groups of employers where employers are pooled) in the Fund, except in relation to death in service and (with effect from 1 April 2014) tier 1 and 2 ill health retirement experience where experience is shared across all active employers. In attributing the overall investment performance achieved on the assets of the Fund to each employer a pro-rata principle has been adopted.

Appendix E: Funding Strategy Statement

- 5.23 It is not envisaged that any deferred employers will be in surplus relative to the relevant funding target. If there were a surplus on the exit basis then, as required by Regulation 64(7E)(e), the deferred debt agreement would terminate and an exit valuation would be carried out.
- 5.24 The Administering Authority, following consultation with the participating employers, has adopted the following constraints for setting individual employer contribution rates:
- 5.24.1 a maximum Recovery Period of 22 years. Employers will have the freedom to adopt a recovery plan on the basis of a shorter period if they so wish where their notional share of the Fund is in deficit. A shorter period may be applied in respect of particular employers where the Administering Authority considers this to be warranted.
- 5.24.2 where changes in employer contribution rates are required following completion of the actuarial valuation, the increase or decrease may be implemented in steps as long as the regulatory objectives of solvency and long-term cost efficiency are met.
- 5.25 For intermediate and ongoing orphan employers the Administering Authority may without limitation, take into account the following factors when setting the contributions for such employers:
- 5.25.1 the type/group of the employer;
- 5.25.2 the business plans of the employer;
- 5.25.3 an assessment of the financial covenant of the employer;
- 5.25.4 any contingent security available to the Fund or offered by the employer such as a guarantor or bond arrangements, charge over assets, etc.;
- 5.25.5 whether the employer has set up a subsidiary company which does not (fully) participate in the LGPS
- 5.26 On the exit of an employing authority's participation in the Scheme, the Fund Actuary will be asked to complete an exit valuation. Any deficit in the Fund in respect of the employer will be due to the Fund as a termination contribution unless it is agreed by the Administering Authority and the other parties involved that:
- the assets and liabilities relating to the employer will transfer within the Scheme to another participating employer.
 - the employer and Administering Authority will enter into a DDA,
 - the exit payment can be spread over a reasonable period as permitted by Regulation 64B
- Details of the approach to be adopted for such an assessment on exit, including how any exit credit may be determined and the conditions in which the Administering Authority will consider agreeing to enter into a deferred debt agreement or to permit spreading of any exit payments are set out in the Policy on New Employers and Exit Valuations document at Appendix 1.
- 5.27 With regard to the funding for early retirement costs, all employers are required to make capital payments to the Fund to cover the costs of early retirements. This excludes the costs involved with deaths in service and ill health retirements which are built into the employer's contribution rate. For deaths in service and tier 1 and tier 2 ill health retirements the experience will be spread across all active employers.

Appendix E: Funding Strategy Statement

- 5.28 Two key principles making up the funding strategy and to be adopted for the 2019 actuarial valuation are to:
- 5.28.1 provide stability in primary employer contribution rates and secondary employer contribution amounts where possible, avoiding wide fluctuations year on year. To achieve this stability and ensure gradual movements in employers' contribution levels, the practice of phasing any increases or decreases in employers' contribution requirements up to 6 years from 1 April 2020 will be adopted where appropriate and required;
- 5.28.2 retain a maximum 22-year recovery period for meeting any deficit (or using up any surplus) as adopted at previous valuations.
- 5.29 It may not be possible to adopt the two principles outlined in paragraph 5.26 for some or all of the employers identified in paragraphs 5.14.2, 5.14.3 and 5.14.4, although wherever possible they will be applied. Individual decisions may have to be taken for each employer featuring in these three groups with regard to an appropriate recovery period and whether the phasing of increases or decreases in contribution rates is feasible. Decisions on these issues will have regard to the Administering Authority's views on the strength of an employer's covenant, to its membership profile, and to its anticipated future period of participation in the Fund.
- 5.30 The strategic aim of the Fund is to operate within a funding range of 90% to 110%. Whenever the Fund as a whole is operating within this range of funding then for the majority of 'high covenant' employers it is anticipated that their contribution rates will remain stable as long as the requirement for contributions to be set so as to ensure the solvency and long-term cost efficiency of the Fund are still met. For other employers the Administering Authority will have regard to the potential for participation to cease, and require changes in contribution rates accordingly.

Long-term cost efficiency

- 5.31 The Administering Authority believes that measures taken to maintain stability of employer contributions are not inconsistent with the statutory objective for employer contributions to be set so as to ensure the long-term cost efficiency of the Fund. In particular, retention of a 22-year recovery period for the majority of employers ensures any surplus is not used up too quickly (through certifying contributions below the primary contribution rate).

Smoothing of Contribution rates for admission bodies

- 5.32 The Administering Authority recognises that a balance needs to be struck as regards the financial demands made of admission bodies. On the one hand, the Administering Authority requires all admission bodies to be fully self-funding, such that other employers in the Fund are not subject to expense as a consequence of the participation of those admission bodies. On the other hand, requiring achievement of full funding over a short time horizon may precipitate failure of the body in question, leading to costs for other participating employers.
- 5.33 Where the Administering Authority considers it necessary to relax the requirement that the contribution rate targets full funding for admission bodies temporarily, the Administering Authority will engage with the largest employers in the Fund with a view to seeking agreement to this approach.
- 5.34 The implication of this is that, where justified on affordability grounds, contribution rates for admission bodies subject to the ongoing orphan funding target may be relaxed i.e. set at a level lower than full funding would require. However, where contribution requirements have been relaxed, the bodies should be aware that, all things being equal, this will lead to a

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higher contribution requirement in future. It is expected such bodies should pay contributions equal to the cost of benefits accruing for their members calculated on the ongoing funding target plus a contribution towards any shortfall. Should an employer exit the Fund during the period when contribution rates have been relaxed, the full value of the employer's liabilities in the Fund will be taken into account in the exit valuation, i.e. the employer will, in effect, be required to make up any additional underfunding by virtue of contributions having been relaxed.

Notional sub-funds (unitisation)

- 5.35 In order to establish contribution rates for individual employers or groups of employers the Fund Actuary notionally subdivides the Fund assets between the employers, as if each employer had its own notional sub fund within the Fund.
- 5.36 This subdivision is for funding purposes only. It is purely notional in nature and does not imply any formal subdivision of assets, nor ownership of any particular assets or groups of assets by any individual employer or group.
- 5.37 With effect from 1 April 2016 a unitised approach has been taken to track the notional employer sub-funds. The unitisation model will use the notional sub-funds as at 31 March 2016 (the date of the last actuarial valuation) as its starting point and allocates all Fund cashflows between employers on a monthly basis as agreed with the Administering Authority. The Administering Authority believes this results in a more accurate and transparent allocation of assets to employers and reduces the likelihood of unintended cross-subsidies between employers than other approaches. Further information on the model and how it operates is available on request.

Former Participating Bodies

- 5.38 Unless a subsumption arrangement is in place, where an employer ceases to participate in the Fund, the Administering Authority will obtain an exit valuation from the actuary which assumes a stronger (more prudent) funding target than that used for calculating contributions. This is known as the exit funding target. This approach reduces the risk that a deficit could arise on these liabilities in future which would incur a cost for the other employers in the Fund. In certain circumstances it may be agreed to enter into a DDA rather than require an immediate exit payment. In that case, the employer would remain a participating body as a deferred employer. Further details of the Administering Authority's policy for exit valuations and deferred debt agreements are set out in Appendix 2.
- 5.39 Liabilities in the Fund which are already orphaned will be assumed to be 100% funded on the exit funding target at each valuation. This will be achieved by notionally re-allocating assets within the Fund as required.

6. Link to investment policy set out in the Investment Strategy Statement (ISS)

- 6.1 In assessing the value of the Fund's liabilities in the valuation, allowance has been made for future investment returns, as described in Appendix 1, which takes into account the investment strategy adopted by the Fund, as set out in the ISS.
- 6.2 It is possible to construct a portfolio that represents a lower risk investment position and one which closely matches the liabilities should there be no employers to fund the liabilities in future. Such a portfolio would consist of a mixture of long-term index-linked and fixed interest gilts.

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- 6.3 Investment of the Fund's assets in line with the least risk portfolio would minimise fluctuations in the value of the Fund's assets between successive actuarial valuations. However, if, at the valuation date, the Fund had been invested in this portfolio, then in carrying out the valuation it would not be appropriate to set the discount rate by considering the returns on growth assets such as equities. On this basis the discount rate would be lower, the assessed value of the Fund's liabilities valuation would be significantly higher, and the declared funding level would be correspondingly reduced.
- 6.4 Departure from a least risk investment strategy, in particular to include a significant element of Equity investment, gives the prospect that out-performance by the assets will, over time, reduce the employers' contribution requirements. The funding target might in practice therefore be achieved by a range of combinations of funding plan, investment strategy and investment performance.
- 6.5 The Fund's current benchmark investment strategy, as set out in its ISS, is that the biggest proportion of the Fund's investments will be in Equities. This type of investment bias is intended to maximise growth in the value of assets over the long term. The expected rate of return and the target set for investment returns in the ISS are reviewed annually as a matter of course, and the relationship with the requirements of the FSS are considered at the same time.

7. Identification of risks and counter-measures

- 7.1 Whilst the activity of managing the Fund exposes the Administering Authority to a wide range of risks, those most likely to impact on the funding strategy are investment risk, liability risk, liquidity/maturity risk, regulatory/compliance risk, employer risk and governance risk.

Investment risk

- 7.2 This covers items such as the performance of financial markets and the Fund's (pool) investment managers, asset reallocation in volatile markets, leading to the risk of investments not performing (income) or increasing in value (growth) as forecast. Examples of specific risks would be:
- 7.2.1 assets not delivering the required return (for whatever reason, including manager underperformance)
 - 7.2.2 systemic risk with the possibility of interlinked and simultaneous financial market volatility
 - 7.2.3 insufficient funds to meet liabilities as they fall due
 - 7.2.4 inadequate, inappropriate or incomplete investment and actuarial advice is taken and acted upon
 - 7.2.5 counterparty failure
- 7.3 The specific risks associated with assets and asset classes are:
- 7.3.1 equities – industry, country, size and stock risks
 - 7.3.2 fixed income - yield curve, credit risks, duration risks and market risks
 - 7.3.3 alternative assets – liquidity risks, property risk, alpha risk

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7.3.4 money market – credit risk and liquidity risk

7.3.5 currency risk

7.3.6 macroeconomic risks

7.4 The Fund mitigates these risks through diversification, investing in a wide variety of markets and assets, and through the use of specialist managers with differing mandates in addition to the internal investment management team, which has a wide variety of experience within its members.

7.5 The performance of both markets and managers is reviewed regularly by the Investment Advisory Panel, which has the appropriate skills and training required to undertake this task.

Liability risk

7.6 The main risks include discount rates, pay and price inflation, changing retirement patterns, mortality and other demographic risks. Some of these risks will affect the amount of benefit payments; others will affect the value of benefit payments, i.e. level of assets deemed to be required to meet those benefit payments (the funding target).

7.7 The Administering Authority will ensure that the Fund Actuary investigates demographic experience at each valuation and reports on developments. The demographic assumptions are intended to be best estimate, informed by Fund experience and wider evidence where needed e.g. the mortality assumptions are informed by a postcode analysis carried out by the Fund Actuary's specialist longevity team and the projections model released by the Continuous Mortality Investigations of the Institute and Faculty of Actuaries. If the Administering Authority becomes aware of any material changes in population mortality which may also be reflected in the Fund's experience it will ask the Fund Actuary to report on the effect on the funding position and employer contributions.

7.8 The Fund Actuary will also provide quarterly funding updates to assist the Administering Authority in its monitoring of the financial liability risks. The Administering Authority will, as far as practical, monitor changes in the age profile of the Fund membership early retirements, redundancies and ill health early retirements in the Fund, and, if any changes are considered to be material, ask the Fund Actuary to report on their effect on the funding position and employer contributions.

7.9 If significant changes in the value of the liabilities become apparent between valuations, the Administering Authority will notify the affected participating employers of the anticipated impact on costs that will emerge at the next valuation and consider whether to require a review of the bonds that are in place for Admission Bodies. It will also consider the extent to which such changes can or should be allowed for in exit valuations, taking advice from the Fund Actuary.

7.10 Where it appears likely to the administering authority that the amount of the liabilities arising or likely to arise has changed significantly since the last valuation the Administering Authority may consider revising an employer's contributions as permitted by Regulation 64A. Details of the Administering Authority's policy in this area are set out in Appendix 2.

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Liquidity and Maturity risk

- 7.11 This is the risk of a reduction in cash flows into the Fund, or an increase in cash flows out of the Fund, or both, which can be linked to changes in the membership and, in particular, a shift in the balance from contributing members to members drawing their pensions and employer activity where an employer consolidates its LGPS membership in another fund, leading to a transfer out of the Fund. Changes in the funding position and hence (secondary) employer contributions can also affect the cashflow position since it is not always possible to deliver complete stability of contributions. Changes within the public sector and to the LGPS itself may affect the maturity profile of the LGPS and have potential cash flow implications. For example,
- 7.11.1 budget cuts and headcount reductions could reduce the active (contributing) membership and increase the number of pensioners through early retirements;
 - 7.11.2 an increased emphasis on outsourcing and other alternative models for service delivery may result in falling active membership (e.g. where new admissions are closed or scheduled employers establish wholly owned companies which do not fully participate in the LGPS),
 - 7.11.3 public sector reorganisations may lead to a transfer of responsibility between different public sector bodies, (e.g. to bodies which do not participate in the LGPS or in the Fund),
 - 7.11.4 scheme changes and lower member contributions, which may be agreed as part of the Scheme Advisory Board cost management process will lead to lower member contributions which may not be immediately matched by higher employer contributions;
 - 7.11.5 an increase in the take up of the 50/50 option (whether on affordability grounds or to avoid tax charges) will reduce member contributions to the Fund.
- 7.12 The Administering Authority seeks to maintain regular contact with employers to mitigate against the risk of unexpected or unforeseen changes in maturity or other changes leading to cashflow or liquidity issues.

Regulatory and compliance risk

- 7.13 Regulatory risks to the scheme arise from changes to general and LGPS specific regulations, taxation, national changes to pension requirements, or employment law. There are a number of uncertainties associated with the benefit structure at the current time including:
- 7.13.1 The timing of any final regulations in relation to the McCloud/Sargeant cases which ruled that the transitional protections implemented in the Firefighters' and Judges' Pension Schemes are illegal age discrimination.
 - 7.13.2 The outcome of the cost management process as at 31 March 2020
 - 7.13.3 The Goodwin case in which an Employment Tribunal ruled (in relation to the Teachers' Pension Scheme) that the less favourable provisions for survivor's benefits of a female member in an opposite sex marriage compared to a female in a same sex marriage or civil partnership amounts to direct discrimination on grounds of sexual orientation. Following a written ministerial statement by the chief secretary to the Treasury on 20 July 2020 it is expected that changes will be made to the LGPS Regulations to reflect the ruling, but no changes have yet been proposed.

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- 7.13.4 Redundancy early retirement provisions - with effect from 4 November 2020 a cap on exit payments made by public sector employers came into effect, including the cost of early payment of LGPS pensions for those over age 55. These new Regulations have since been revoked but Government is expected to come forward with new proposals and it is not yet clear what the final provisions will be for the LGPS.
- 7.14 Consultations which have been published but not yet taken forward by Government include changes relating to new Fair Deal arrangements, changes to the valuation cycle (although the Administering Authority understands that the 2022 valuation is going ahead as planned) and changes to the status of HE/FE sector employers.
- 7.15 The Administering Authority will keep abreast of all the changes to the LGPS, both proposed and confirmed and discuss any proposals which may affect funding with the Fund Actuary as required. The Administering Authority will normally respond to consultations on these matters where they have an impact on the Fund, and it would encourage employers, who frequently have a greater interest in proposed changes, to respond independently.

Employer risk

- 7.16 These risks arise from the ever-changing mix of employers, from short-term and ceasing employers, and the potential for a shortfall in payments and/or orphaned liabilities where employers are unable to meet their obligations to the Scheme. The response to the COVID-19 pandemic may have adverse consequences in relation to employer finances and their ability to make contributions. The Administering Authority monitors employer payments and expects employers in financial difficulty to engage with the Fund, noting that contributions can be reviewed between formal valuations if the conditions in Regulation 64A and the terms of the Administering Authority's policy, as set out in Appendix 2, are met.
- 7.17 The Administering Authority maintains a knowledge base on its employers, their basis of participation and their legal status (e.g., charities, companies limited by guarantee, group/subsidiary arrangements) and uses this information to inform the FSS. It has also developed a framework for analysing the risk posed by the larger Tier 3 employers and introduced additional funding targets at the 2019 valuation to reduce the risk of employers failing and exiting the Fund with a material shortfall relative to the exit liabilities. It does not consider it appropriate (or affordable for the employers concerned) to eliminate the risk of an unmet exit deficit and will ask the Fund Actuary to review the funding position and level of risk of the short term and Tier 3 employers between triennial valuations where it believes this is appropriate. In due course it will also ask the Fund Actuary to review the funding position of any deferred employers on a regular basis between triennial valuations, noting that the Regulations specifically provide for a DDA to end when the Actuary assesses that the deferred employer has paid sufficient secondary contributions to cover the exit payment that would have been due if the employer had become an exiting employer on the calculation (review) date.

Governance risk

- 7.18 Governance risk is essentially one of communication between employer and the Fund, where, for example, an employer fails to inform the Fund of major changes, such as the letting of a contract involving the transfer of significant numbers of staff to another employer, including a wholly owned company which does not participate in the Fund, or only participates for some employees, or an admission body closing the scheme to new entrants.

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- 7.19 The Fund seeks to maintain regular contact with employers to mitigate this risk, and has Pension Fund Representatives for this purpose. The Fund would also advise employers to pay past service deficit payments as lump sums, rather than as a percentage of payroll, to avoid an under payment accruing as a result of a reduction of the payroll.
- 7.20 To protect the Fund on the admission of a new employer, the existing scheme employer (which should liaise with the Fund) or the Fund if there is no existing scheme employer, will undertake a risk assessment and determine the requirement for a bond or indemnity, which should be reviewed annually. The Fund will commission triennial reviews of any bonds as part of its risk management.
- 7.21 The Fund will monitor employers with a declining membership, and may introduce a more conservative funding strategy for such employers. It may also carry out a risk assessment in relation to employers subject to the intermediate funding target between valuations, which will offer the opportunity for further engagement with employers and a better understanding of their future financial plans.

Climate Change

- 7.22 The systemic risk posed by climate change and the policies implemented to tackle them will fundamentally change economic, political and social systems and the global financial system. They will impact every asset class, sector, industry and market in varying ways and at different times, creating both risks and opportunities to investors. The Fund's policy in relation to how it takes climate change into account in relation to its investments is set out in its Investment Strategy Statement and Statement of compliance with the UK stewardship code for institutional investors. In relation to the funding implications, the Administering Authority and Investment Advisory Panel keeps the effect of climate change on future returns under review and will commission modelling or advice from the Fund's Actuary on the potential effect on funding as required.

8. Monitoring and Review

- 8.1 The Administering Authority has taken advice from the Fund Actuary in preparing this Statement, and will consult with senior officials of all the Fund's participating employers.
- 8.2 A full review of this Statement will occur no less frequently than every three years, to coincide with completion of a full valuation. Any review will take account of the current economic conditions and will also reflect any legislative changes.
- 8.3 The Administering Authority will monitor the progress of the funding strategy between full actuarial valuations. If considered appropriate, the funding strategy will be reviewed (other than as part of the triennial valuation process), for example:
- 8.3.1 if there has been a significant change in market conditions, and/or deviation in the progress of the funding strategy.
- 8.3.2 if there have been significant changes to the Scheme membership, or LGPS benefits.
- 8.3.3 if there have been changes to the circumstances of any of the employing authorities to such an extent that they impact on or warrant a change in the funding strategy
- 8.3.4 if there have been any significant special contributions paid into the Fund.

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APPENDIX 1: Policy on New Employers, Exit Valuations and Employer Flexibilities

1. Background

1.1 This Document explains the policies and procedures of the West Yorkshire Pension Fund (“the Fund”), administered by City of Bradford Metropolitan District Council (“the Administering Authority”), in the treatment of employers including:

- considerations in respect of the participation of employers, including Admission Bodies on commencement or admission,
- the methodology for assessment of an exit payment of employers from the Fund; and

the Administering Authority's policy in relation to Deferred Debt Agreements and spreading of exit payments as permitted by Regulation 64 and 64B.

1.2 This Policy supplements the general funding policy as set out in the Funding Strategy Statement and should be read in conjunction with that statement. It is intended to provide transparency and consistency for employers in relation to the calculation of assets and liabilities on admission and exit as well as use of the flexibilities within Regulation 64 and 64B.

It should be noted that this statement is not exhaustive and individual circumstances may be taken into consideration where appropriate.

Where the information relates to a particular type of employer, this will be explained. If no type of employer is indicated the information relates to all employers in the Fund.

1.3 The Administering Authority's aim is to minimise risk to the Fund by ensuring that the employers participating in the Fund are managed in a way that ensures they are able to adequately fund the liabilities attributable to them and, in particular to pay any deficit due when leaving the Fund.

1.4 The Administering Authority has an obligation to pursue all liabilities owed so any shortfall from an individual employer does not fall back on other employers.

2. New Employers

Types of Admission Body

2.1 The following bodies are types of potential admission body -

(a) a body which provides a public service in the United Kingdom which operates otherwise than for the purposes of gain and has sufficient links with a Scheme employer for the body and the Scheme employer to be regarded as having a community of interest (whether because the operations of the body are dependent on the operations of the Scheme employer or otherwise);

(b) a body, to the funds of which a Scheme employer contributes;

(c) a body representative of-

(i) any Scheme employers, or

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- (ii) local authorities or officers of local authorities;
- (d) a body that is providing or will provide a service or assets in connection with the exercise of a function of a Scheme employer as a result of-
- (i) the transfer of the service or assets by means of a contract or other arrangement,
- (ii) a direction made under section 15 of the Local Government Act 1999 (Secretary of State's powers),
- (iii) directions made under section 497A of the Education Act 1996;
- (e) a body which provides a public service in the United Kingdom and is approved in writing by the Secretary of State for the purpose of admission to the Scheme.
- 2.2 An employer who wishes to join the Fund may apply to the Administering Authority for admission. If admitted, that employer becomes an Admission Body and specified categories of its employees can participate as members of the Fund.
- 2.3 The Administering Authority is responsible for deciding whether an application from an employer to become an Admission Body within the Fund should be declined or accepted. The employer must meet the requirements set out in Part 3 of Schedule 2 to the LGPS Regulations, and, where appropriate, the additional requirements set out by the Administering Authority.
- 2.4 The Administering Authority will generally only consider admission if the body in question is based wholly or mainly in West Yorkshire or has clear links to an existing Scheme employer of the Fund, the body has a sound financial standing and appropriate security is in place (see section on bonds, indemnities and guarantees below). The Administering Authority's preference is for a Scheme employer to provide a subsumption commitment in respect of any new admission bodies wishing to join the Fund. Where a subsumption commitment is in place, the funding target for the admission body will generally be the same as that appropriate to the subsuming employer, unless the circumstances dictate otherwise. Where such a commitment is not available, the ongoing orphan body funding target will generally be adopted, for the new admission to protect the Fund as set out in paragraph 5.6 of the Funding Strategy Statement and explained further below. In the extreme, the Administering Authority may exercise its discretion to refuse admission to the Scheme for any admission bodies with no subsumption commitment if this is considered appropriate to protect the interests of the Fund. However, for paragraph 1(d) admissions where the body undertakes to meet the requirements of the regulations the Administering Authority must admit the eligible employees of that body to the Fund.
- 2.5 With effect from 1 April 2020 the Administering Authority is also prepared to admit new contractors on a "pooled pass through" basis which means that for funding and contribution rate purposes the admission body will be grouped (or pooled) with the Scheme employer. It will operate as follows:
- There will be no notional allocation of assets from the Scheme employer to the admission body on commencement of the contract.
 - On admission the contractor will pay the contribution rate payable by the Scheme employer (with any monetary secondary contributions converted to a % of pay as appropriate).
 - Contributions will be set at each triennial valuation (and any other time as appropriate) based on the combined funding position and primary contribution rate for the group/pool (i.e. there will be no separate calculation of funding position or employer contributions for the admission body)

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- There will be no payment due from or to the contractor on exit, with responsibility for funding its liabilities assumed to remain with the Scheme employer unless there is a transfer to another employer.
- 2.6 The contractor will be assumed to be liable for any strain costs or other payments due to the Fund where it grants additional pension under Regulation 31 and strain costs. All other experience will be shared between the members of the Scheme employer group/pool.
- 2.7 Should there be any need to provide a notional asset value for the contractor, e.g. for accounting under FRS102/IAS19, this will be on a pro rata basis, i.e. the group/pool's notional asset share will be allocated to the employers in the pool in proportion to their liabilities calculated on assumptions appropriate to the group's funding target.
- 2.8 A pooled pass through arrangement will be the default option for all new admissions under paragraph 1(d) where the initial contract length is less than 5 years and there are fewer than 100 members transferring to the new admission body.
- 2.9 The Admission Body is required to have an "admission agreement" with the Fund, which sets out (in conjunction with the Regulations) the conditions of participation and which employees (or categories of employees) are eligible to be members of the Fund. The Administering Authority has a template admission agreement which it will generally expect to be entered into without amendment. This will include specific provisions relating to pass through as outlined above. Details are available on request.
- 2.10 Employers should be aware that advisory and other costs incurred by the Administering Authority in relation to a new employer, whether an admission body or otherwise, will be re-charged to the employer. These costs will include, where appropriate, the cost of actuarial advice relating to any risk assessment required under the Regulations (see next section).

3. Bonds, Indemnities and Guarantees

- 3.1 The Administering Authority will seek to minimise the risks that a new Admission Body might create for the Fund and the other employers in the Fund. These risks will be taken into account by the Administering Authority in considering the application for admission, and the Administering Authority may put in place conditions on any approval of admission to the Fund to minimise these risks, such as a satisfactory guarantee, indemnity or bond and a satisfactory risk assessment. An indemnity / bond is a way of insuring against the potential cost of the Admission Body failing by reason of insolvency, winding up or liquidation and hence being unable to meet its obligations to the Fund.
- 3.2 Admission bodies under paragraph 1(d)(i) of Part 3 of Schedule 2 to the 2013 Regulations (generally admissions as a result of a Best Value transfer), are required to carry out an assessment of the level of risk arising on premature termination of the provision of service or assets by reason of insolvency, winding up, or liquidation of the admission body. This assessment has to be to the satisfaction of the Scheme employer (i.e. the employer letting the contract) and the Administering Authority. Where the Administering Authority is satisfied as to the strength of covenant of the Scheme employer, it will not usually require a minimum level of cover in order to be "satisfied" with the risk assessment, as the risk on premature termination will fall on the Scheme employer. The Administering Authority's policy is to seek actuarial advice in the form of a "risk assessment report" provided by the Fund's Actuary which can be shared with the Scheme employer on the understanding that the Fund Actuary cannot provide advice to the Scheme employer. Based on this assessment, the Scheme employer and the Administering Authority should decide whether or not to require the admission body to enter into an indemnity or bond

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and if so at what level. The risk must be kept under review throughout the period of the admission and assessed at regular intervals and otherwise as required by the Administering Authority.

3.3 Where, for any reason, it is not desirable for a 1(d)(i) admission body to enter into an indemnity or bond the admission body must secure a guarantee from the Scheme employer. In the event of unfunded liabilities on the termination of the admission, the Scheme employer's contribution rate to the Fund would be revised accordingly. In most cases it is expected that the Scheme employer will provide a subsumption commitment whereby the assets and liabilities of the outgoing admission body post-exit are "subsumed" into the Scheme employer's liabilities and notional pool of Fund assets.

3.4 Where the liabilities cannot be fully met by a guarantor or insurer, the Regulations provide that:

- the letting employer will be liable in an outsourcing situation; and
- in all other cases the liabilities will fall on all the other employing authorities within the Fund.

3.5 Other admission bodies are required to carry out an assessment of the level of risk arising on premature termination of the provision of service or assets by reason of insolvency, winding up, or liquidation of the admission body. This assessment has to be to the satisfaction of the Administering Authority. The Administering Authority's policy is to seek actuarial advice in the form of a "risk assessment report" provided by the Fund's Actuary. Based on this assessment, the Administering Authority will decide whether or not to require the admission body to enter into an indemnity or bond and if so at what level. Where, for any reason, it is not desirable for an admission body to enter into an indemnity or body the admission body must secure a guarantee from:

a) a person who funds the admission body in whole or in part;

b) a person who-

(i) owns, or

(ii) controls the exercise of the functions of, the admission body; or

c) the Secretary of State in the case of an admission body-

(i) which is established by or under any enactment, and

(ii) where that enactment enables the Secretary of State to make financial provision for that admission body, or

(iii) which is a provider of probation services under section 3 of the Offender Management Act 2007 (power to make arrangements for the provision of probation services) or a person with whom such a provider has made arrangements under subsection (3)(c) of that section.

Ultimately, an indemnity or bond or guarantee is designed to protect the Fund in the event that unfunded liabilities are present after the termination of an admission body.

3.6 When an admission agreement comes to its end, or is prematurely terminated for any reason, employees may transfer to another employer, either within the Fund or elsewhere. If this is not the case the employees will retain pension rights within

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the Fund, either deferred benefits or immediate retirement benefits. Early retirements can, in particular, create a strain on the Fund and so give rise to unfunded liabilities.

3.7 In the event that unfunded liabilities arise that cannot be recovered from the admission body, the indemnity or bond provider or guarantor, these will normally fall to be met by the Scheme employer in the case of paragraph 1(d) admission bodies or the Fund as a whole (i.e. all employers) in the case of other admission bodies. In this latter case the shortfall would normally fall on the employers pro-rata to their liabilities in the Fund. Unless the shortfall amount were material, the allocation of the shortfall to all employers in the Fund would be carried out at the next formal actuarial valuation. Alternatively, if the guarantor for the outgoing admission body was also a participant in the Fund, the outgoing admission body's assets, liabilities and the funding deficit could be subsumed by the guarantor within the Fund.

4. Funding Target

4.1 The funding target for a new employer depends upon what will happen to the liabilities in respect of the employees of the employer on exit of that employer.

4.2 Subsumed liabilities

Where an admission body ceases its participation in the Fund such that it will no longer have any contributing members, it is possible that another employer in the Fund agrees to provide a source of future funding in respect of any emerging deficiencies in respect of those liabilities.

In such circumstances the liabilities are known as subsumed liabilities (in that responsibility for them is subsumed by the accepting employer). For such liabilities the Administering Authority will adopt a Funding Target (comprising the relevant Solvency Target, Probability of Funding Success and Trajectory Period) in line with that adopted for the subsuming employer.

4.3 Scheduled Bodies

New academies are currently considered to qualify as indefinite participants in the Fund with full taxpayers backing, as they have a guarantee from the Department for Education. As such the Funding Target adopted is in line with that adopted for Secure Scheduled Bodies. However, this guarantee is subject to review and where the Administering Authority believes the guarantee is no longer sufficient to cover the risks posed by the number of academies in the Fund, the Administering Authority will review the approach taken to the Funding Target for new academies and any admission bodies for which an academy provides a subsumption commitment and also the default approach taken to the notional assets transferred to academies upon conversion.

For any new scheduled bodies joining the Fund, the Administering Authority may, without limitation, take into account the following factors when setting the funding target for such bodies:

- the type/group of the employer
- the business plans of the employer;
- an assessment of the financial covenant of the employer;
- whether the employer is a part 1 Schedule 2 or Part 2 Schedule 2 employer and if the latter, the likelihood of new members joining the Fund

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- any contingent security available to the Fund or offered by the employer such as guarantor or bond arrangements, charge over assets, etc.

Employers should be aware that advisory and other costs incurred by the Administering Authority in relation to a scheduled body joining the Fund will be re-charged to the employer.

4.4 Orphan liabilities

- 4.4.1 Where an employer ceases its participation in the Fund such that it will no longer have any contributing members, or a Deferred Debt Agreement ends, unless any residual liabilities are to become subsumed liabilities, the Administering Authority will act on the basis that it will have no further access for funding from that employer once any exit valuation, carried out in accordance with Regulation 64, has been completed and any sums due have been paid. Residual liabilities of employers from whom no further funding can be obtained are known as orphan liabilities.
- 4.4.2 The Administering Authority will seek to minimise the risk to other employers in the Fund that any deficiency arises on the orphan liabilities such that this creates a cost for those other employers to make good the deficiency. From 1 February 2022, to give effect to this, the Administering Authority will seek funding from the outgoing employer which allows for a more prudent solvency target and gives the Fund greater certainty that the solvency target will be met over a suitable trajectory period, based on the Fund's long-term asset strategy.
- 4.4.3 Ongoing calculations for deferred employers (i.e. those where a Deferred Debt Agreement has been put in place), and employers subject to the ongoing orphan funding target will be carried out using assumptions which are intended to broadly target the eventual exit position.

5. Initial notional asset transfer

- 5.1 When a new employer commences in the Fund, and members transfer from another employer in the Fund, a notional transfer of assets may be needed from the original employer to the new employer.
- 5.2 Unless a pass through approach applies, when a new admission body starts in the Fund, they will usually start as fully funded. This means that any past service surplus or deficit for the members who are transferring to the new employer remains with the original employer and does not transfer to the new employer.
- 5.3 Another option for the initial notional asset transfer (where required) is to allow for the funding level of the original employer, and therefore to transfer any past service surplus or deficit in respect of the transferring membership to the new employer. For new admission bodies the Administering Authority will only agree to a deficit transferring to the new admission where a subsumption commitment is in place from a long-term secure scheduled body or other appropriate security is in place. This share of Fund approach would normally apply to new scheduled bodies where members are transferring from another employer in the Fund, such as new academies upon conversion to Academy status.
- 5.4 Unless specific instruction is received in relation to a new academy and the agreement is reflected in the Commercial Transfer Agreement, the Administering Authority's policy is that an unadjusted share of Fund approach is adopted by the Actuary in notionally re-allocating assets from the Local Education Authority to the academy on conversion in respect of the transferring liabilities subject to a maximum transfer of assets equal to the transferring liabilities. This unadjusted share of the Fund

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approach means there is no prior allocation of assets to fully fund any deferred and pensioner liabilities. The policy has been discussed and agreed with the 5 main Councils in the Fund which have education responsibilities.

5.5 Where the new employer will participate in a pool of employers, for example where a multi-academy trust has requested that its academies be treated as a single employer, the notional asset transfer would be to the relevant pool of employers.

5.6 In calculating the notional assets to transfer to a new employer the Actuary will consider the liabilities based on the confirmed benefits of the LGPS at the date of joining. Additional notional assets will be transferred:

- as an approximate allowance for the potential liabilities arising from the McCloud judgement remedy, equal to 0.9% of liabilities upon commencement.
- in respect of confirmed changes to GMP indexation as set out in Government's response to the consultation, i.e. indefinite extension of the interim solution of paying full pension increases from the Fund.

However, for new employers joining after 31 March 2019 it may be necessary for the asset transfer to be revisited once the current uncertainties relating to the benefit structure of the LGPS from 1 April 2019 (see paragraph 7.13 above) are resolved.

6. Employer Contribution Rate

6.1 Initial Rate

6.1.1 When a new employer joins the Fund, unless a pass through approach is in place where the employer will pay the same contribution rate as the Scheme employer, the Fund's Actuary determines the initial employer contribution rate payable.

6.1.2 An interim contribution rate may be set pending a more accurate calculation by the Fund Actuary of the employer contribution rate payable. Currently the interim contribution rate is 20% of pay. The Administering Authority will change these interim contribution rates following each triennial Actuarial Valuation and at any other time at its discretion.

6.1.3 When a new academy joins a multi-academy trust (MAT) where a single contribution rate applies, it will pay a minimum of the employer's contribution rate applicable to the MAT until the next triennial Actuarial Valuation at which time the contributions for the MAT will be reviewed. Where the new academy is material relative to the MAT, the contributions for the MAT may be reviewed under Regulation 64A. Where the new academy is not material, the MAT may elect to increase contributions for all employers in the MAT before the next triennial Actuarial Valuation where the addition of a new academy is likely to lead to an increase as advised by the Fund's actuary. In other cases, the Fund's actuary will calculate an individual contribution rate for the new employer to be paid from commencement.

6.1.4 The employer contribution rate will be set in accordance with the Funding Strategy Statement, taking into consideration elements such as:

- Any past service or transferred liabilities
- Whether the new employer is open or closed to new entrants
- The funding target that applies to the employer
- The funding level on commencement and, where there is a surplus or deficit, whether the admission agreement is fixed term or not, whether open or closed and the period of any fixed term contract period or average future working lifetime of the employee membership (as appropriate)

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- Other relevant circumstances as determined by the Administering Authority on the advice of the Fund Actuary and following discussion with the ceding employer as appropriate.

6.2 Review of Employer Contribution Rates

6.2.1 The Regulations require a triennial Actuarial Valuation of the Fund. As part of each Actuarial Valuation the contributions paid by each employer in the Fund are reviewed and may be increased or reduced.

6.2.2 The employer contributions payable by employers may also be reviewed outside of the triennial Actuarial Valuations where:

- (i) it appears likely to the administering authority that the amount of the liabilities arising or likely to arise has changed significantly since the last valuation;
- (ii) it appears likely to the administering authority that there has been a significant change in the ability of the Scheme employer or employers to meet the obligations of employers in the Scheme; or
- (iii) a Scheme employer or employers have requested a review of Scheme employer contributions and have undertaken to meet the costs of that review.

Details of the Fund's policy on reviewing employer contributions under these provisions are set out in Appendix 2.

6.2.3 The Administering Authority monitors the active membership of closed admission bodies and will commission a valuation from the Actuary under Regulation 64(4) where it has reason to believe that the admission body may become an exiting employer before the next triennial Actuarial Valuation.

In addition, in exceptional circumstances contributions may be reviewed between valuations where this is indicated in the Rates and Adjustments Certificate.

7. Cessation of participation, Deferred Debt Agreements and Exit Payments

7.1 An employing authority can cease participation in the following circumstances:

- an active employer ceases to be a Scheme employer (including ceasing to be an admission body participating in the Fund), or has no active members contributing to the Fund and does not enter into a Deferred Debt Agreement,
- a deferred employer ceases to participate where the Deferred Debt Agreement ends.

7.2 Where participation ceases, an exit valuation will be carried out in accordance with Regulation 64. That valuation will take account of any activity as a consequence of cessation of participation regarding any existing contributing members (for example any bulk transfer payments due) and the status of any liabilities that will remain in the Fund. When employees do not transfer to another employer they will retain pension rights within the Fund, i.e. either as a deferred pensioner or immediately taking retirement benefits.

7.3 The assumptions adopted to value the departing employer's liabilities for the exit valuation (including on termination of any Deferred Debt Agreement) will depend upon the circumstances. In particular, the cessation valuation will distinguish between

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residual liabilities which will become orphan liabilities, and liabilities which will be subsumed by other employers. For orphan liabilities the Funding Target on exit will allow for a more prudent solvency target and give the Fund greater certainty that the solvency target will be met over a suitable trajectory period, based on the Fund's long-term asset strategy. This is to protect the other employers in the Fund, as upon exit, the employer's liabilities will become "orphan" liabilities within the Fund, and there is no recourse to that (former) employer if a shortfall emerges in relation to these liabilities after the exit date.

- 7.4 For subsumed liabilities the Administering Authority's policy is that the funding target for assessing the liabilities on exit is the ongoing funding target appropriate to the subsuming body, updated for financial conditions at the exit date.
- 7.5 In exceptional circumstances the funding target for subsumed liabilities may be varied if deemed appropriate by the Administering Authority, on the advice of the Fund Actuary.
- 7.6 Where any of the liabilities are transferring to a successor body, e.g. on a contract being re-let, the funding target of that successor body will not influence the assumptions adopted for the exit valuation. Any shortfall between the value of the liabilities assessed on the appropriate exit basis and the funding target for the successor body (e.g. if this is being set up fully funding on an orphan admission body funding target) will generally be assumed to be met by the letting authority unless otherwise agreed between the parties, to the satisfaction of the Administering Authority.
- 7.7 For exits, the following refinements will be made to the approach at the 2019 funding valuation:
- approximate allowance will be made for the potential liabilities arising from the McCloud judgement remedy, equal to 0.6% liabilities upon exit, plus 0.7% of assumed salary over the period from 2019 valuation to the date of exit
 - allowance will be made for the confirmed changes to GMP indexation equalisation as set out in Government's response to the consultation, i.e. indefinite extension of the interim solution of paying full pension increases from the Fund.

However, the Administering Authority will not seek to recalculate the exit liabilities for exits where the exit deficit (or credit) has already been paid as at the date this statement comes into effect.

- 7.8 Regardless of whether the residual liabilities are orphan liabilities or subsumed liabilities, the departing employer will be expected to make good the funding position disclosed by the exit valuation. In other words, the fact that liabilities may become subsumed liabilities does not remove the possibility of an exit payment being required from the outgoing employer.
- 7.9 However, where agreed between the parties the deficit (or any exit credit) may be transferred to the subsuming employer or guarantor, in which case it may be possible to simply transfer the former admission body's members and assets to the subsuming body, without needing to crystallise any deficit or pay an exit credit. Where the guarantee only covers the exit deficit, i.e. it does not extend to subsumption of the exiting employer's assets and liabilities, it is assumed that the departing employer's liabilities will still become orphaned within the Fund.
- 7.10 If there are liabilities which cannot be recovered from the exiting employer or any bond/indemnity. These will fall to be met by the Fund as a whole (i.e. all other employers) unless there is a guarantor or successor body within the Fund.
- 7.11 At successive triennial Actuarial Valuations the Actuary will allocate assets within the Fund equal to the value of the orphan liabilities so that these liabilities are fully funded. This may require a notional reallocation of assets from the ongoing employers in the Fund.

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7.12 Employers should be aware that advisory and other costs incurred by the Administering Authority in relation to the exit of an employer from the Fund will be re-charged to the exiting employer.

8. Exit payments

8.1 Any deficit would normally be levied on the departing employer as a single capital payment although, the Administering Authority may, allow phased payments as permitted under Regulation 64B. The Administering Authority's policy in relation to the spreading of exit payments under Regulation 64B is set out below.

It is envisaged that spreading of exit payments will only be considered at the request of an employer. The Administering Authority will then engage/consult with the employer to consider its application and determine whether or not spreading the exit payment is appropriate and the terms which should apply

8.2 In determining whether or not to permit an exit payment to be spread, the Administering Authority will consider factors including, but not limited to:

- the ability of the employer to make a single capital payment;
- whether any security is in place, including a charge over assets, bond, guarantee or other indemnity;
- whether the overall recovery to the Fund is likely to be higher if spreading the exit payment is permitted.

8.3 In determining the employer's ability to make a single payment the Administering Authority will seek actuarial, covenant or legal advice as required. Where the Administering Authority considers that the employer is financially able to make a single capital payment it will not normally be appropriate for the exit payment to be spread.

8.4 The employer will be required to provide details of its financial position, business plans and financial forecasts and such other information as required by the Administering Authority in order for it to make a decision on whether or not to permit the exit payment to be spread. This information must be provided within 2 months of request.

8.5 In determining the appropriate length of time for an exit payment to be spread, the Administering Authority will consider the affordability of the instalments using different spreading periods for the employer. The default spreading period will be three years but longer periods of up to ten years will be considered where the Administering Authority is satisfied that this doesn't pose undue risk to the Fund in relation to the employer's ability to continue to make payments over the period.

8.6 Whilst the Administering Authority's preference would be for an employer to request spreading of any exit payment in advance of the exit date, it is acknowledged that a final decision by the employer (and the Administering Authority) on whether this will be financially beneficial/appropriate may not be possible until the employer has exited. Exiting employers will be advised of the exit deficit and the spreading of any payment will only be considered at the request of the employer. Where there is a guarantor, the guarantor will also be consulted and any agreement to spread the exit deficit may be conditional on the guarantee continuing in force during the spreading period.

8.7 The amount of the instalments due under an exit deficit spreading agreement will generally be calculated as level quarterly amounts allowing for interest over the spreading period in line with the discount rate used to calculate the exit liabilities. Where the exit amount is significant, monthly payments may be required or the Administering Authority may require a higher

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initial payment with lower annual payments thereafter to reduce the risk to the Fund. Alternative payment arrangements may be made in exceptional circumstances as long as the Administering Authority is satisfied that they don't materially increase the risk to the Fund.

8.8 Where it has been agreed to spread an exit payment the Administering Authority will advise the employer in writing of the arrangement, including the spreading period; the annual payments due; interest rates applicable; other costs payable* and the responsibilities of the employer during the spreading period. Where a request to spread an exit payment has been denied the Administering Authority will advise the employer in writing and provide a brief explanation of the rationale for the decision.

*Employers will be asked to pay all advisory costs associated with the spreading agreement as well as calculation of the exit deficit (these costs will not be spread).

8.9 The Administering Authority will generally review spreading agreements as part of its preparation for each triennial valuation and will take actuarial, covenant, legal and other advice as considered necessary. In addition, employers will be expected to engage with the Administering Authority during the spreading period and adhere to the notifiable events framework as set out in the Pensions Administration Strategy. If the Administering Authority has reason to believe the employer's circumstances have changed such that a review of the spreading period (and hence the payment amounts) is appropriate, it will consult with the employer and a revised payment schedule may be implemented. Whilst this review may also consider the frequency of payments, it should be noted that it is not envisaged that any review will consider changes to the original exit amount nor interest rate applicable. An employer will be able to discharge its obligations under the spreading arrangement by paying off all future instalments at its discretion. The Administering Authority will seek actuarial advice in relation to whether or not there should be a discount for early payment given interest will have been added in line with the discount rate used for the exit valuation.

9. Exit Credits

9.1 Where an exit valuation discloses that there is a surplus in the Fund in respect of the exiting employer, and an exit credit is due to be paid to the exiting employer, the Administering Authority will, unless otherwise agreed with the employer, pay the exit credit to the employer within 6 months the exit date. Where the employer has not provided all the necessary information required by the Administering Authority to enable the Fund Actuary to calculate the final liabilities on exit within 2 months of the exit date, the employer will be deemed to have agreed that the 6-month period should run from the date all the necessary data has been provided. In determining the amount of any exit credit payable the Administering Authority will take the following factors into consideration:

- (a) the extent to which there is an excess of assets in the Fund relating to that employer over the liabilities (i.e. a surplus)
- (b) the proportion of the surplus which has arisen because of the value of the employer's contributions
- (c) any representations made by the exiting employer and, where that employer participates in the scheme by virtue of an admission agreement, anybody listed in paragraphs (8)(a) to (d)(iii) of Part 3 to Schedule 2 of the 2013 Regulations, and

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(d) any other relevant factors, which include any legal, actuarial or other costs incurred by the Administering Authority in relation to the exit, the circumstances in which any subsumption commitment was granted, and any risk sharing arrangements in place.

9.2 For exits where there is a subsumption commitment and hence the ongoing funding target appropriate to the subsuming employer is adopted on exit, the Administering Authority's default approach will be to pay an exit credit which is the lower of the surplus amount and the amount of contributions paid by the exiting employer.

9.3 For exits where there is no subsumption commitment and hence the exit funding target will apply, the Administering Authority's default approach will be to pay an exit credit equal to the amount of the surplus on exit less any costs incurred by the Administering Authority in relation to the exit.

10. Multi-academy trusts

10.1 Where an employer within a multi-academy trust (MAT) fails, unless that academy is an employer in its own right there is no power within the Regulations for the Administering Authority to commission an exit valuation under Regulation 64, unless it considers that the MAT itself may become an exiting employer and so a valuation under Regulation 64(4) is appropriate. In that case, where an employer within the MAT has failed, irrespective of whether or not the Department for Education guarantee applies, the liabilities of the exiting academy will fall to be funded by the remaining employers within the MAT rather than becoming orphaned liabilities. The Administering Authority may direct the Fund Actuary to carry out a valuation of the liabilities of the exiting academy in the fund at the date of exit in order to assess the effect of its failure on the remaining employers within the MAT, and ensure the remaining MAT employers (and any new employers joining the MAT) are aware to the extent of these liabilities. The Administering Authority may direct the Fund Actuary to take this failure into account and adjust the contributions payable by the remaining employers within the MAT at the next triennial Actuarial Valuation, or earlier if considered material and the circumstances meet the criteria for a review of contributions under Regulation 64A - see Appendix 2 for details of the Administering Authority's policy in this area.

10.2 Where employers within a MAT are individual scheme employers for the purpose of the Regulations, and an academy within the MAT leaves or fails, an exit valuation will be carried out as at the date of exit. Where there is no successor body and the Department for Education guarantee does not make good any shortfall on exit, the Administering Authority would seek to recover any unpaid deficit from the remaining employers within the MAT where those employers participate in the Fund. Rather than requiring a lump sum payment, the Administering Authority may instead act on the assumption that the remaining MAT employers have provided a subsumption commitment, which includes subsumption of the unpaid deficit which would then fall to be recovered from ongoing contributions. In that case the Administering Authority will instruct the Fund Actuary to allocate the assets and liabilities of the outgoing academy across the remaining employers in the MAT.

10.3 Where academies move between multi-academy trusts, for example where a MAT winds up and its academies transfer into different MATs (whether existing MATs within the Fund or newly-established MATs), the Administering Authority may direct the Fund Actuary to carry out a valuation of the liabilities of any academy moving between MATs and of all academies within the exiting MAT. Where the exiting MAT is the scheme employer, and hence an individual funding position has not been maintained for the constituent academies, the assets notionally allocated to each of its academies will be derived by assuming each has the same funding level as the MAT as a whole. The calculation of the assets and liabilities in these circumstances is to ensure that both the former and new MAT are aware of the value of the assets and liabilities transferring and to ensure

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that the residual position of the exiting MAT (if any of its liabilities are not transferring to a new academy or MAT) is correctly assessed for the purpose of invoking the Department for Education guarantee.

11. Suspension notices

11.1 Regulation 64(2A) permits the suspension of an employer's liability to make an exit payment for up to 3 years where the Administering Authority believes that the employer is likely to have one or more active members contributing to the Fund within the period specified in the suspension notice. The Administering Authority considers that it is appropriate to exercise that discretion in relation to Town and Parish Councils where there is a reasonable expectation that a member will join in the near future (e.g. before the next triennial Actuarial Valuation). In that case, the Fund will advise the employer of the exit amount calculated by the Actuary and serve a written suspension notice on the employer. Whilst under such a suspension notice, the employer must continue to pay any deficit payments certified to the Fund as if it were an ongoing employer and the actuary will recalculate any deficit and contributions due at the next Actuarial Valuation. If there are no new members by the time the suspension notice expires the Fund Actuary will carry out an exit valuation as at the date the suspension notice expires.

12. Deferred Debt Agreement (DDAs)

12.1 Regulation 64(7A) permits the Administering Authority to enter into a written agreement with an exiting Scheme employer for that employer to defer their obligation to make an exit payment and continue to make contributions at the secondary rate ("a deferred debt agreement").

12.2 The Administering Authority's policy in relation to the spreading of exit payments under Regulation 64(7A) is set out below.

In determining whether or not to enter into a DDA with an employer the Administering Authority will take into account the following factors, including but not limited to:

- the materiality of the employer and any exit deficit in terms of the Fund as a whole;
- the risk to the Fund of entering into a DDA, in terms of the likelihood of the employer failing before the DDA has ended, based on information supplied by the employer and supported by a financial risk assessment or more detailed covenant review carried out by the Fund Actuary or other covenant adviser
- the rationale for the employer requesting a DDA, particularly if the Administering Authority believes it would be able to make an immediate payment to cover the exit deficit; and
- whether an up-front payment will be made towards the deficit, and/or any security is, or can be put, in place, including a charge over assets, bond, guarantee or other indemnity, to reduce the risk to other employers.

12.3 Where it is expected that the employer's covenant may materially weaken over time the Administering Authority is very unlikely to consider entering into a DDA with that employer. Further, where an employer can demonstrably meet the exit payment in a single instalment, the Administering Authority would be unlikely to enter into a DDA unless it was clear that this wouldn't increase risk to the Fund, e.g. if the employer was fully taxpayer-backed and sufficient assurance was in place that all contributions due, including any residual deficit at the end of the DDA, would be met in full.

It is envisaged that DDAs will only be entered into at the request of an employer. In any case the Administering Authority will engage/consult with the employer to consider the application and determine whether or not a DDA is appropriate and the terms

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which should apply. As part of its application for a DDA the Administering Authority will require information from the employer to enable the Administering Authority to take a view on the employer's strength of covenant. Information will also be required on an ongoing basis to enable the employer's financial strength/covenant to be monitored. It is expected that DDAs will be monitored on an annual basis unless circumstances dictate otherwise. Monitoring may be more frequent as the end of the period of the DDA approaches

12.4 Employers should be aware that all advisory fees incurred by the Fund associated with a request for a DDA, whether or not this results in an agreement being entered into, and its ongoing monitoring, will be recharged to the employer.

12.5 The Administering Authority has a template agreement for DDAs, which it will require employers (and any guarantors) to sign up to. The matters which the Administering Authority will reflect in the DDA, include:

- an undertaking by the employer to meet all requirements on Scheme employers, including payment of the secondary rate of contributions, but excluding the requirement to pay the primary rate of contributions;
- a provision for the DDA to remain in force for a specified period, which may be varied by agreement of the Administering Authority and the deferred employer;
- a provision that the DDA will terminate on the first date on which one of the following events occurs-
 - (a) the deferred employer enrolls new active members;
 - (b) the period specified, or as varied, elapses;
 - (c) the take-over, amalgamation, insolvency, winding up or liquidation of the deferred employer;
 - (d) the Administering Authority serves a notice on the deferred employer that it is reasonably satisfied that the deferred employer's ability to meet the contributions payable under the deferred debt arrangement has weakened materially or is likely to weaken materially in the next 12 months; or
 - (e) the Fund Actuary assesses that the deferred employer has paid sufficient secondary contributions to cover the exit payment that would have been due if the employer had become an exiting employer on the calculation date.
 - the responsibilities of the deferred employer
 - the circumstances triggering a cessation of the arrangement leading to an exit payment (or credit) becoming payable, in addition to those set out in Regulation 64 (7E) and above.

It is expected that the consultation process with the employer will include discussions on the precise details of the DDA, although the purpose of developing a template agreement is to make the process easier, quicker and cheaper and therefore it is not envisaged that there will be material changes to the Administering Authority's template.

12.6 The Administering Authority will monitor the funding position and risk/covenant associated with deferred employers on a regular basis. This will be at least triennially and most likely annually, but the frequency will depend on factors such as the size of the employer and any deficit and the materiality of movements in market conditions or the employer's membership.

12.7 The circumstances in which the Administering Authority may consider seeking to agree a variation to the length of the agreement under regulation 64(7D) include:

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- where the exit deficit has reduced (increased) such that it is reasonable to reduce (extend) the length of the recovery period and associated period of the DDA assuming that, in the case of the latter, this does not materially increase the risk to the other employers/Fund
- where the deferred employer's business plans, staffing levels, finances or projected finances have changed significantly, but, in the case of a deterioration, the Administering Authority, having taken legal, actuarial, covenant or other advice as appropriate, does not consider that there is sufficient evidence that deferred employer's ability to meet the contributions payable under the DDA has weakened materially, or is likely to weaken materially in the next 12 months
- where the level of security available to the Fund has changed in relation to the DDA, as determined by the Administering Authority, taking legal, actuarial or other advice as appropriate.

12.8 At each triennial valuation, or more frequently as required, the Administering Authority will carry out an analysis of the financial risk or covenant of the deferred employer, considering actuarial, covenant, legal and other advice as necessary. Where supported by the analysis and considered necessary to protect the interests of all employers, the Administering Authority will serve notice on the deferred employer that the DDA will terminate on the grounds that it is reasonably satisfied that the deferred employer's ability to meet the contributions payable under the deferred debt arrangement has weakened materially, or is likely to weaken materially in the next 12 months, as set out under regulation 64(7E)(d).

12.9 Employers should be aware that all advisory fees incurred by the Fund associated with consideration of a DDA for an exiting employer, whether or not this results in a DDA being entered into, will be recharged to the employer. This will include actuarial, legal, covenant and other advice and the costs of monitoring the arrangement as well as the initial set up. Estimated costs can be provided on request. All fees must be paid up front and cannot be added to any secondary contributions payable under the DDA.

12.10 It is expected that employers will make a request to consider a DDA before they would otherwise have exited the Fund under Regulation 64(1) and that a DDA should be entered into within 3 months of that date. The employer should continue to make secondary contributions at the prevailing rate whilst the DDA is being considered unless the Administering Authority, having taken actuarial and other advice as appropriate, determines that increased contributions should be payable. In exceptional circumstances, e.g. where there has been a justifiable delay due to circumstances outside of the employer's control, and at the sole discretion of the Administering Authority, a DDA may be entered into more than 3 months after the exit date.

12.11 Deferred employers will be expected to engage with the Administering Authority during the period of the DDA and adhere to the notifiable events framework as set out in the Pensions Administration Strategy as well as providing financial and other information on a regular basis. This will be necessary to support the effective monitoring of the arrangement and will be a requirement of the DDA.

13. Responsibilities of employers in the Fund

13.1 Individual employers, whether active or deferred, Multi Academy Trust or the Department for Education will pay for any legal and actuarial costs incurred by the Fund on their behalf.

13.2 Employers should have regard to the Administering Authority's administration strategy and their responsibilities as set out in the Funding Strategy Statement at all times.

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- 13.3 All employers need to inform the Administering Authority of any changes to their organisation that will impact on their participation in the Fund. This includes changes of name or constitution or mergers with other organisations or other decisions which will or may materially affect the employer's Fund membership, including but not limited to:
- an admission body closing to new entrants
 - a scheduled body setting up a wholly owned company to employ new staff, regardless of whether or not that company will participate in the Fund
 - merging with another organization, whether a participant in the Fund or not (e.g. colleges merging under the Area Review process or housing companies merging)
 - an application by a 6th form college to become a 16-19 academy, including whether successful or not
 - a material change in the funding of the organization including a reduction in grants from local or central government or a shift in the balance of funding
 - a large scale redundancy exercise which could materially reduce the employer's active membership
 - any intervention by, or voluntary undertaking provided to, the appropriate regulator
- 13.4 Employers considering outsourcing any services should have regard to and adhere to the requirements of the Fair Deal Policy/Best Value direction. They should also advise the Administering Authority at the earliest opportunity and before any transfer of staff so that the necessary paperwork and calculations can be completed.

APPENDIX 2: Policy on reviewing Employer Contributions between Triennial Valuations

1. Background

- 1.1 This Document explains the policies and procedures of the West Yorkshire Pension Fund (“the Fund”), administered by City of Bradford Metropolitan District Council (“the Administering Authority”), in relation to any amendment of employer contributions between formal valuations as permitted by Regulation 64A.
- 1.2 This Policy supplements the general funding policy as set out in the Funding Strategy Statement and should be read in conjunction with that statement. It is intended to provide transparency and consistency for employers in use of the flexibilities within the Regulations.
- 1.3 The Administering Authority will consider reviewing employer contributions between formal valuations in the following circumstances:
- it appears likely to the Administering Authority that the amount of the liabilities arising or likely to arise has changed significantly since the last valuation;
 - it appears likely to the Administering Authority that there has been a significant change in the ability of the Scheme employer or employers to meet the obligations of employers in the Scheme; or
 - Scheme employer or employers have requested a review of Scheme employer contributions and have undertaken to meet the costs of that review.

For the avoidance of doubt, the Administering Authority will not consider a review of contributions purely on the grounds of a change in market conditions affecting the value of assets and/or liabilities.

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2. 2. Factors used to determine when a review is appropriate

2.1 In determining whether or not a review should take place, the Administering Authority will consider the following factors (noting that this is not an exhaustive list):

- the circumstances leading to the change in liabilities arising or likely to arise, for example whether this is the result of a decision by the employer, such as the restructuring of a Multi-Academy Trust, a significant outsourcing or transfer of staff, closure to new entrants, material redundancies or significant pay awards, or other factors such as ill-health retirements, voluntary withdrawals or the loss of a significant contract
- the materiality of any change in the employer's membership or liabilities, taking account of the Actuary's view of how this might affect its funding position, primary or secondary contribution rate
- whether, having taken advice from the Actuary, the Administering Authority believes a change in ongoing funding target or deficit recovery period would be justified, e.g. on provision or removal of any security, subsumption commitment, bond, guarantee, or other form of indemnity in relation to the employer's liabilities in the Fund
- the materiality of any change in the employer's financial strength or longer-term financial outlook, based on information supplied by the employer and supported by a financial risk assessment or more detailed covenant review carried out by the Fund Actuary or other covenant adviser to the Fund
- the general level of engagement from the employer and its adherence to its legal obligations as set out in the Pensions Administration Strategy Statement and elsewhere, including the nature and frequency of any breaches such as failure to pay contributions on time and data quality issues due to failure to provide new starter or leaver forms
- Assessment of the risk/impact on other employers

3.1 In determining whether or not a review should take place, the Administering Authority will generally focus on the materiality of any potential changes in the context of the employer concerned; its financial position and current contribution levels. As a matter of principle, the Administering Authority does not consider that a review is not justified just because an employer is small in the context of the Fund as a whole, noting that failure to act could make discussions at the next formal valuation more difficult and compound the risk to the Fund. However, in determining the extent and speed of any changes to the employer's contributions the Administering Authority will consider the effect on the overall funding position of the Fund, i.e. other Fund employers.

3.2 Where contributions are being reviewed for an employer with links to another Fund employer, particularly where this is a formal organisational or contractual link, e.g. there is a tripartite admission agreement, an ownership relationship or a formal guarantee or subsumption commitment is in place, the Administering Authority will consider the potential risk/impact of the contribution review on those other employer(s), taking advice from the Fund Actuary as required.

3. Employer involvement and consultation

4.1 It is expected that in most cases the employer will be aware of the proposed review of their contributions since this will be triggered by an employer's action and employers should be aware of the need to engage with the Fund in relation to any activity which could materially affect their liabilities or ability to meet those liabilities.

The requirements on employers to inform the Fund of certain events are set out in the Pensions Administration Strategy.

Appendix E: Funding Strategy Statement

4.2 In other cases information will be required from the employer, e.g. in relation to its financial position and business plans which could be the catalyst for informing the employer that a review is being proposed. In all cases the Administering Authority will advise the employer that a review is being carried out and share the results of the review and any risk or covenant assessment as appropriate. It should be noted that the fact of a review being carried out does not automatically mean that contributions will be amended (up or down) since that will depend upon the materiality of the changes and other factors such as the outcome of discussions with the employer and any related/linked employer in the Fund and the proximity to the next formal valuation.

4.3 Where, following representations from the employer, the Administering Authority is considering not increasing the employer's contributions following a review, despite there being good reason to do so from a funding and actuarial perspective, e.g. if it would precipitate the failure of the employer or otherwise seriously impair the employer's ability to deliver its organisational objectives or it is expected that the employer's financial position will improve significantly in the near-term, the Administering Authority will consult with any related/linked employers (including any guarantor or employer providing a subsumption commitment) and, where appropriate, the largest employers in the Fund with a view to seeking their agreement to this approach.

4. Process for requesting a review

5.1 Before requesting a review, employers should consider the regulatory requirements and the Fund's policy as set out above and satisfy themselves that there has been a relevant change in the expected amount of liabilities or their ability to meet those liabilities. The employer should contact WYPF's Technical Services Manager and complete the necessary information requirements for submission to the Administering Authority in support of their application.

5.2 The Administering Authority will consider the employer's request and may ask for further information or supporting documentation/evidence as required. If the Administering Authority, having taken actuarial advice as required, is of the opinion that a review is justified, it will advise the employer and provide an indicative cost. Employers should be aware that all advisory fees incurred by the Fund associated with a contribution review request, whether or not this results in contributions being amended, will be recharged to the employer.

5. Other considerations

6.1 The Administering Authority will carry out an annual assessment of the risk for Tier 3 employers and any others as considered appropriate. This will help identify whether a contribution review is required and is expected to be carried out as at 30 September with any contribution changes effective from the following 1 April.

6.2 More generally, the Administering Authority may carry out a review at any time during the valuation cycle where it becomes aware that a review is required. In such cases the employer will be expected to provide the requested information within one month of request and the review will be completed within 6 weeks of the provision of all requested information, or completion of the risk/covenant assessment if later.

6.3 The Administering Authority will consult with the employer on the timing of any contribution changes and there will be a minimum of 4 weeks' notice given of any contribution increases. In determining whether, and when, any contribution changes

Appendix E: Funding Strategy Statement

are to take effect the Administering Authority will also take into account the timing of contribution changes flowing from the next formal valuation. As a result, contribution reviews are unlikely to be carried out during the 12-month period from the valuation date although if there were any material changes to the expected liabilities arising or the ability of the employer to meet those liabilities during that period, this should be taken into account when finalising the Rates and Adjustments Certificate flowing from the valuation.

- 6.4 Any appeal against the administering authority's decision must be made in writing to WYPF Director within 6 months of being notified of the decision.

An appeal will require the employer to evidence one of the following:

- a deviation from the published policy or process by the administering authority, or
- Any further information (or interpretation of information provided) which could influence the outcome, noting new evidence to be considered at the discretion of the Administering Authority.

Appendix F: Governance Compliance Statement

Governance Compliance Statement

1. Introduction

- 1.1 The Governance Compliance Statement has been prepared in accordance with the Local Government Pension Scheme Regulations 2013 (Regulation 55) and its predecessor, Regulation 31 of the Local Government Pension Scheme Regulations 2008 (as amended).
- 1.2 City of Bradford Metropolitan District Council, as administering authority for West Yorkshire Pension Fund (WYPF), has delegated legal and strategic responsibility for WYPF to the Governance and Audit Committee. The council has established three bodies to assist and support the Governance and Audit Committee in overseeing the fund, namely the WYPF Pension Board, WYPF Investment Advisory Panel and the WYPF Joint Advisory Group. Under the council's financial regulations, the Director – West Yorkshire Pension Fund has day-to-day responsibility for the management of the fund. The Strategic Director – Corporate Services at Bradford Council, as the council's Section 151 Officer, has responsibility for signing the fund's year-end accounts.

2. Governance and Audit Committee

- 2.1 The Governance and Audit Committee shall comprise five members. Either the chair or deputy chair of the committee shall not be a member of the executive but at least one member shall also be a member of the West Yorkshire Pension Fund Joint Advisory group and/or Investment Advisory Panel.

Quorum

- 2.2 The quorum of the committee shall be three members.

Roles and functions

- 2.3 The functions of the committee affecting West Yorkshire Pension Fund are to:
- 2.3.1 approve the statement of accounts and related documents in accordance with the Accounts and Audit Regulations 2015
 - 2.3.2 receive matters of a financial nature the external audit request be considered by a member body, including any that may concern the council's governance arrangements
 - 2.3.3 consider the effectiveness of the risk management arrangements, control environment and associated anti-fraud and anti-corruption arrangements
 - 2.3.4 seek assurance that action is being taken on risk related issues determined by auditors and inspectors
 - 2.3.5 review the financial statements, external auditor's opinion and reports to members and monitor management action in response to the issues raised by external audit
 - 2.3.6 discharge the function contained in Part H of Schedule 1 of the Local Authorities (function and responsibilities) (England) Regulations 2000 (functions relating to local government pensions) and Part 1, paragraph 48 (Maladministration Payments) including those relating to the Investment Advisory Panel and the Joint Advisory Group
 - 2.3.7 review summary internal audit reports and the main issues arising and seek assurance that action has been taken where necessary, and

Appendix F: Governance Compliance Statement

2.3.8 consider the reports of external audit and inspection agencies.

The minutes of meetings of the Investment Advisory Panel, Joint Advisory Group and Pension Board are submitted to the Committee.

3. WYPF Investment Advisory Panel

3.1 The WYPF Investment Advisory Panel (referred to as 'the panel') comprises 19 representatives. WYPF covers the geographical area of five metropolitan authorities, namely the West Yorkshire district councils of Bradford (administering authority), Calderdale, Kirklees, Leeds and Wakefield. Each of the five West Yorkshire district councils has two councillor representatives on the panel.

3.2 The other nine representatives on the panel comprise of three trade union representatives (two from UNISON and one from GMB), two external investment advisers, two scheme members, the Director – WYPF and a Chief Finance Officer from the West Yorkshire district councils on a two-year rotational basis. A facility also exists for an additional councillor representative to be co-opted onto the panel each year in the event that one of the three largest political groups in West Yorkshire is not represented on the panel through the ten councillors nominated by the five district councils. The co-opted councillor will be from Bradford Council as administering authority.

3.3 All representatives on the panel have equal voting rights.

3.4 For each municipal year a chair of the panel is nominated by the two Bradford Council councillor representatives on the panel, and a deputy chair is elected from other members on the panel. A Bradford councillor on the panel will also be a member of the Governance and Audit Committee.

3.5 The Panel meets on a quarterly basis in January, April, July and October each year. The Panel may hold a 'special' meeting at any time in the year to deal with any urgent or specific areas of business.

3.6 The panel has overall responsibility for overseeing and monitoring the management of WYPF's investment portfolio and investment activity.

3.7 In this capacity, the panel will be responsible for formulating the broad future policy for investment. Not only will it be necessary to ensure that monies accruing to the fund are invested to greatest advantage, it will also have responsibility for monitoring the progress of all existing investments. As with all trustees, members of the panel should not allow their own personal interests, social, moral or political views to influence their decisions.

3.8 At the meetings of the panel the overall investment portfolio will be reviewed and any necessary adjustments to the spread of investments made as well as decisions taken about the investment of new money.

3.9 Prior to each meeting, the Director – West Yorkshire Pension Fund will arrange to supply all members of the panel with information to enable these tasks to be undertaken. This will include a current distribution of the assets of the fund, schedules of all investments purchased or sold since the previous panel meeting, views from the fund's external investment advisers, and a complete list and up-to-date valuation of the investment portfolio.

3.10 Decisions are taken on how the new money available for the investment is to be allocated to major asset classes on the portfolio. However, the panel having once determined the level of overall investment, the specific selection of the individual securities will be left to the discretion of the in-house investment managers.

3.11 The external investment advisers on the panel will be able to guide other members of the panel in their investment adjudication.

3.12 In the event of conflict of opinion arising at Panel meetings relating to any investment proposal, the proposal will be put to the vote.

3.13 The quorum of the Investment Advisory Panel shall be four councillor representatives who represent not less than three constituent Councils, the Director – WYPF or his/her nominee, and one external investment adviser.

3.14 The Governance and Audit Committee shall have the right, in accordance with financial regulations, to overrule any decision taken by the panel if, in its opinion, the decision is not in the best interests of the WYPF.

Appendix F: Governance Compliance Statement

4. WYPF Joint Advisory Group

- 4.1 The WYPF Joint Advisory Group (referred to as 'the group') comprises 20 representatives. There are three councillor representatives from each of the five West Yorkshire district councils, three trade union representatives, and two scheme members. All representatives on the group have equal voting rights.
- 4.2 There is no set pattern for meetings of the group, and the group will meet on such days as they may determine.
- 4.3 For each municipal year a chair is nominated by the Bradford Council representatives and a deputy chair is elected from amongst the other members of the group.
- 4.4 The group has overall responsibility for overseeing and monitoring WYPF's pension administration function, and for reviewing and responding to proposed changes to the Local Government Pension Scheme. In addition, the group will approve the budget estimates for the pension administration and investment management functions of WYPF, and also receive WYPF's annual Report and Accounts.
- 4.5 The quorum of the Joint Advisory Group shall be five councillor representatives who represent not less than four constituent councils.
- 4.6 The Governance and Audit Committee shall have the right, in accordance with financial regulations, to overrule any decision taken by the group if, in its opinion, the decision is not in the best interests of WYPF.

5. WYPF Pension Board

- 5.1 The WYPF Pension Board was established in 2015 in accordance with the requirements of Public Service Pensions Act 2013 and in accordance with regulation 106 of the Local Government Pension Scheme Regulations 2013.
- 5.2 The board's role is to assist the council as scheme manager in ensuring the effective and efficient governance and administration of the LGPS including securing compliance with the Local Government Pension Scheme regulations and any other legislation relating to the governance and administration of the LGPS; securing compliance with the requirements imposed in relation to the LGPS by The Pensions Regulator; and any other such matters as the LGPS regulations may specify.
- 5.3 The WYPF Pension Board comprises eight representatives. There are four member representatives from the trade unions (two from UNISON, and one each from Unite and GMB) and four employer representatives (one councillor from Bradford Council who will act as chair, two other councillors from the other district councils, and one employer representative nominated from all the other employers in the fund).
- 5.4 The board meet quarterly on such dates as they determine.
- 5.5 The quorum of the board shall be three (chair plus one employer representative and one member representative).

6. Annual meetings

- 6.1 Each year, usually in October, WYPF holds an employer annual meeting and a separate scheme member annual meeting.
- 6.2 At each annual meeting a keynote address is given by a guest speaker on a related pensions topic. The Director – WYPF will provide an update on the activities of the fund during the past year, and the fund's two external investment advisers will provide economic and stock market data together with details of WYPF's own investment strategy and performance.

Appendix F: Governance Compliance Statement

7. Training/expenses/facility time

- 7.1 A bespoke training seminar is held each year for members of the Investment Advisory Panel, Joint Advisory Group and pension board. In addition, all members are given the opportunity to attend the annual Local Government Pensions Committee's Trustees Training Fundamentals event, which is a three-day training course for pension fund trustees.
- 7.2 All members are provided with details of upcoming conferences/seminars/briefings that are of relevance to their work and members can opt to attend any that they feel will be of benefit to them.
- 7.3 No member or representative on the Investment Advisory Panel, Joint Advisory Group or WYPF Pension Board shall be remunerated for undertaking this role. However, expenses incurred in the attending meetings, training events will be reimbursed. The cost is met by the fund.
- 7.4 The trade unions and active member representatives on the Investment Advisory Panel, Joint Advisory Board and WYPF Pension Board should liaise with their employers as to whether facility time is granted for attending meetings and training events relating to the Investment Advisory Panel, Joint Advisory Group and WYPF Pension Board.

8. Register of interests

- 8.1 All voting members of the Investment Advisory Panel, Joint Advisory Group and WYPF Pension Board must complete a 'declaration of acceptance of office' form and annually complete a 'conflict of interest' form.

Appendix G: Communications Policy

Communications Policy 2022

This policy is published as a requirement under regulation 61 of the Local Government Pension Scheme Regulations 2013.

Introduction

West Yorkshire Pension Fund (WYPF), Lincolnshire Pension Fund (LPF), Hounslow Pension Fund (HPF) and Barnet Pension Fund entered into collaboration agreements for shared service in April 2015 (LPF), August 2018 (HPF) and October 2020 (BPF). The funds are administered jointly by WYPF, referred to in this policy as 'the administrator'.

This policy has been prepared to meet our objectives about how we communicate with key stakeholders. The administrator currently administers the Local Government Pension Scheme (LGPS) for over 700 employers and have over 100,000 active members in the LGPS. We also administer the Councillor Pension Scheme and the Firefighters' Pension Schemes both old and new for a number of fire authorities. This policy is effective from January 2022 and will be reviewed annually.

Our stakeholders

For all of the schemes that we administer, our stakeholders include:

- members
- representatives of members
- prospective members
- employing authorities
- third-party employer service providers

Key objectives

- Communicate the scheme regulations and procedures in a clear and easy to understand style and help scheme members understand their pension, the benefits and options it provides
- Use plain English for all our communications with stakeholders
- Identify and use the most appropriate communication method to take account of stakeholders' different needs
- Use technologies to provide convenient, up to date and timely information to stakeholders
- Provide timely and sufficient information to scheme members, allowing access through the channel of their choice, so members can make informed decisions about their benefits
- Engage with our stakeholders face-to-face when appropriate

Evaluation and continuous development

To ensure we are meeting the expectations of our stakeholders and to evaluate the effectiveness of our communications we will use the following methods:

- feedback questionnaires
- monitoring compliments and complaints, and
- customer surveys
- web feedback using hosted services

To ensure continuous development we plan to:

- further develop member self service with Civica's My Pension platform
- broaden our use of digital platforms to engage stakeholders
- improve the web provision for firefighters, and
- increase the information we give to employing authorities when they join the scheme or change main contacts

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Communications events 2022 – Local Government Pension Scheme (LGPS)

| Communication | Format | Frequency | Method of distribution |
|---|--|---|---|
| LGPS active members (including representatives of active members and prospective members) | | | |
| | Newsletter | 2/3 per year becoming more frequent and modular as electronic communications increase | Bulk email and mail if members opted out of electronic communications |
| | Annual meeting | 1 per year | Meeting (WYPF/HPF) |
| | Annual Pension Statement | 1 per year | E-mail and mail if members opted out of electronic communications |
| | www.wypf.org.uk | Constant | Web |
| | Member fact card | On request/constant | Print and web |
| | Member fact sheets | Constant | Web |
| | Introduction to WYPF | On employer request | Virtual or in person |
| | Presentation – Your pension explained | On employer request | Virtual or in person |
| | Presentation – Pre retirement | On employer request | Virtual or in person |
| | Pension surgeries/drop in's | On employer request | Virtual |
| | WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email |
| | Scheme booklet | Constant | Web |
| | New member pack | On joining | Mail |
| | Social media | Constant | Web |
| | YouTube channel | Constant | Web |
| LGPS deferred members (including representatives of deferred members) | | | |
| | Newsletter | 1 per year becoming more frequent and modular as electronic communications increase | Bulk email and mail if members opted out of electronic communications |
| | Deferred Benefit Statement | 1 per year | Email |
| | Annual meeting | 1 per year | Meeting (WYPF/HPF) |
| | www.wypf.org.uk | Constant | Web |
| | WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email |
| | Social media | Constant | Web |
| | YouTube channel | Constant | Web |

Appendix G: Communications Policy

| LGPS pensioner members (including representatives of retired members) | | | |
|---|---|---|--|
| Newsletter | 1 per year becoming more frequent and modular as electronic communications increase | Bulk email and mail if members opted out of electronic communications | |
| Annual meeting | 1 per year | Meeting (WYPF/HPF) | |
| www.wypf.org.uk | Constant | Web | |
| WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email | |
| Pension advice | As and when net pension changes by £5.00 or more | Mail if not registered with My Pension | |
| P60 | 1 per year | Web unless opted out of electronic communications | |
| Social media | Constant | Web | |
| YouTube channel | Constant | Web | |

Communications events 2022 – Firefighters

| Communication | Format | Frequency | Method of distribution |
|---|--|---|------------------------|
| Firefighter active members (including representatives of active members and prospective members) | | | |
| Newsletter | At least 1 per year becoming more frequent and modular as electronic communications increase | Bulk email and mail if members opted out of electronic communications | |
| Annual Benefit Statement | 1 per year | E-mail and mail if members opted out of electronic communications | |
| www.wypf.org.uk | Constant | Web | |
| Presentation – Your pension explained | On employer request | Virtual or in person | |
| Presentation – Pre retirement | On employer request | Virtual or in person | |
| Pension surgeries/drop in's | On employer request | Virtual or in person | |
| WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email | |
| Scheme booklet | Constant | Web | |
| Firefighter deferred members (including | | | |

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| | | | |
|--|--|--|---|
| representatives of deferred members) | | | |
| | Annual Benefit Statement | 1 per year | E-mail and mail if members opted out of electronic communications |
| | www.wypf.org.uk | Constant | Web |
| | WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email |
| Firefighter – pensioner members (including representatives of pensioner members) | | | |
| | www.wypf.org.uk | Constant | Web |
| | WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email |
| | Pension advice | As and when net pension changes by £5.00 or more | Mail if not registered with My Pension |
| | P60 | 1 per year | Web unless opted out of electronic communications |

Communications events 2022 – Councillors

| Communication | Format | Frequency | Method of distribution |
|---|--|---|---|
| Councillor members (including representatives of members) | | | |
| | Newsletter | 1 per year becoming more frequent and modular as electronic communications increase | Bulk email and mail if members opted out of electronic communications |
| | Annual meeting | 1 per year | Meeting (WYPF/HPF) |
| | Deferred Benefit Statement | 1 per year | E-mail and mail if members opted out of electronic communications |
| | www.wypf.org.uk | Constant | Web |
| | Ad hoc meetings | When required | Virtual/meeting/face-to-face |
| | WYPF Contact centre and LPF satellite office | 8.45 to 4.30 Monday to Friday | Face-to-face/ phone/email |
| | Social media | Constant | Web |

Appendix G: Communications Policy

Communications events 2022 – Employing Authorities

| Communication | Format | Frequency | Method of distribution |
|-----------------------|---------------------------------------|-------------------------------|---|
| Employing authorities | | | |
| | Employer Pension Fund Representatives | 8.30 to 4.30 Monday to Friday | Virtual / face-to-face / email / phone |
| | Website | Constant | Web |
| | Fact card | 1 per year | Web |
| | Fact sheets | Constant | Web |
| | Employer guide | Constant | Web/electronic document |
| | Ad hoc training | When required | Face-to-face/virtual |
| | Update sessions | Up to 2 per year | Meeting |
| | Annual meeting | 1 per year | Meeting |
| | Manuals/toolkits | Constant | Web/electronic document |
| | Pension Matters and round-up | 12 per year and when required | Wordpress blog and gov. delivery bulk email |
| | Social media | Constant | Web |
| | Ad hoc meetings | When required | Face-to-face |
| | Workshops | Weekly | Virtual plus on demand recordings |

Member contacts

Phone (01274) 434999

Email pensions@wypf.org.uk

Due to Covid-19 restrictions face-to-face meetings with members at our contact centre are not possible but members will instead be offered a virtual meeting using MS Teams.

Postal address

WYPF
PO Box 67
Bradford BD1 1UP

WYPF contact centre

Aldermanbury House
4 Godwin Street
Bradford
BD1 2ST

LPF satellite office

County Offices
Newland
Lincoln LN1 1YL

Employer contacts

Ammie Mchugh (Employer Relations Manager) 01274 432763

Employer Pension Fund Representatives

David Parrington 01274 433840

Sheryl Clapham 01274 432541

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| | |
|---------------|--------------|
| Kaele Pilcher | 01274 432739 |
| Ahmed Surtee | 01274 433517 |
| Richard Quinn | 01274 433646 |

WYPF Management

| | |
|--------------------|---|
| Rodney Barton | Director – WYPF |
| Yunus Gajra | Assistant Director (Finance, Administration and Governance) |
| Grace Kitchen | Head of Member Services |
| Ola Ajala | Head of Finance |
| Caroline Blackburn | Head of Employer Services and Compliance |
| Elizabeth Boardall | Head of Projects, Communications & IT |

Lincolnshire Pension Fund Management

| | |
|---------------|---|
| Jo Ray | Head of Pensions |
| Claire Machej | Accounting, Investment and Governance Manager |

Hounslow Pension Fund Management

| | |
|---------------|----------------------------|
| Hitesh Sharma | Strategic Pensions Manager |
|---------------|----------------------------|

Barnet Pension Fund Management

| | |
|----------|------------------|
| Mark Fox | Pensions Manager |
|----------|------------------|

Fire and Rescue Service Pension Scheme Clients

Buckinghamshire & Milton Keynes Fire Authority
Cambridgeshire Fire & Rescue Service
County Durham and Darlington Fire and Rescue Service
Derbyshire Fire & Rescue Service
Devon & Somerset Fire & Rescue Service
Dorset & Wiltshire Fire & Rescue Service
East Sussex Fire and Rescue Service
Hereford & Worcester Fire & Rescue Service
Humberside Fire & Rescue Service
Leicestershire Fire & Rescue Service
Lincolnshire Fire & Rescue Service
Norfolk Fire and Rescue Service
Northamptonshire Fire & Rescue Service
Northumberland Fire & Rescue Service
North Yorkshire Fire & Rescue Service
Nottinghamshire Fire & Rescue Service
Royal Berkshire Fire and Rescue Service
South Yorkshire Fire & Rescue
Staffordshire Fire & Rescue Service
Tyne & Wear Fire & Rescue Service
West Yorkshire Fire & Rescue Service

Appendix H: Investment Strategy Statement

Investment Strategy Statement

1. Introduction

- 1.1. The Investment Strategy Statement has been prepared in accordance with the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016.
- 1.2. City of Bradford Metropolitan District Council became the administering authority of West Yorkshire Pension Fund in 1986. The fund covers the five district councils of West Yorkshire together with numerous other employers.

2. Investment decision making process

- 2.1. The Council has delegated all its functions as administering authority of the Pension Fund to the Governance and Audit Committee. The Director - West Yorkshire Pension Fund, who reports to the Chief Executive, has day to day control of the management of all aspects of the Fund's activities. The Governance and Audit Committee utilises the Investment Advisory Panel as the vehicle for overseeing the Fund's investment functions.
- 2.2. The Panel determines the investment policy of the Fund and has ultimate responsibility for investment strategy. The Panel undertakes its responsibilities through taking appropriate advice from external advisers, supported by the in-house investment management team.
- 2.3. Once the investment strategy has been set at the quarterly meetings of the Panel, the in-house investment management team undertakes sector and stock selection on a discretionary basis to implement the strategy.

3. Variety of investments to be held

- 3.1. The West Yorkshire Pension Fund will hold a diversified portfolio of investments in Fixed Interest Securities, Equities, Index Linked Securities, Managed and Unitised Funds (including Property Unit Trusts), Alternative Investments, and Cash Deposits, covering all the world markets.
- 3.2. A proportion of the Fund's investments will be held in Emerging Markets, both through direct investments and pooled vehicles.
- 3.3. The Fund will invest in Private Equity, Infrastructure, Hedge Funds and Listed Alternatives which, together with Property, will be classed as Alternative Investments.
- 3.4. The Fund will not invest directly in unquoted companies, except where such investment is part of a pooled arrangement or joint venture with one or more pension funds.
- 3.5. Stock lending will be actively pursued up to the 35% limit as originally permitted under the Regulations. The Investment Advisory Panel initially agreed this on 20 October 2005, and considers this decision annually.

4. Suitability of particular types of investment

- 4.1. The biggest proportion of the Fund's investment will be in Equities. This type of investment bias is intended to maximise growth in the value of assets over the long term.

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- 4.2. Bonds, Alternative Investments, Property and Cash Deposits will make up the balance of the portfolio, generating regular income. The distribution of investments between the asset classes will vary based on perceived economic and market conditions. Bonds, Alternative Investments, Property and Cash Deposits will make up the balance of the portfolio, generating regular income. *In addition, the Fund may also make use of derivatives, either directly or in pooled investments, for the purposes of efficient portfolio management or to hedge specific risks, in order to protect the value of the Fund's assets.* The distribution of investments between the asset classes will vary based on perceived economic and market.
- 4.3. The Fund's planned asset allocation strategy will be linked to a fund-specific benchmark, and for 2021/22 the Fund will invest within the following control ranges for each asset class. Depending on market conditions, the Fund may stray outside the control ranges on occasions before adjustments are made to rectify the situation. This table will be updated whenever the Investment Advisory Panel decides on changes to the control ranges.

| | Range % |
|-------------------------------|--------------|
| Bonds – total | 10–25 |
| UK Fixed-interest gilts | 2–5 |
| UK Index-linked gilts | 2–5 |
| Corporate bonds | 5–10 |
| Global bonds | 2–5 |
| Equities – total | 50–70 |
| UK equities | 20–30 |
| Overseas equities | 30–40 |
| Property | 3–10 |
| Private equity | 4–8 |
| Private infrastructure | 4–8 |
| Hedge funds | 0–1 |
| Listed alternatives UK | 1–3 |
| Cash | 0-5 |

5. Risk

- 5.1. To minimise risk, the investment portfolio of the Fund will be continually monitored and reviewed, and the portfolio will be well diversified as evidenced by the fact that the Fund's equity holdings are spread across more than 300 UK companies, 700 foreign companies, and a range of unit trusts and managed funds.
- 5.2. Risk will also be controlled by reviewing on a continuous basis the risk attached to the Fund's asset allocation relative to the fund-specific benchmark, to ensure that any major divergence from the benchmark is acceptable.
- 5.3. The fund recognises the risks and opportunities associated with climate change, and will seek to measure carbon exposure within the equity portfolio and reduce that exposure over time. The fund will continue to increase investment in low carbon technology and renewable energy in order to encourage and facilitate further progression toward a cleaner economy.
- 5.4. Custodian risk is controlled through continuous monitoring and periodic review of the custodial arrangements.
- 5.5. Risk is also monitored in relation to the funding position of the Fund and the investment requirements that flow from it, in conjunction with the Fund's Actuary.
- 5.6. Counter-party and cash management risk is controlled by the in-house investment management team through the setting of appropriate limits for exposure with any individual organisation.

6. Expected return on investments

The Fund's investment portfolio will be actively managed by internal managers, supported by the external investment advisers, and the Fund's annual investment return will be measured against the fund-specific benchmark. The expected return on investments will be to achieve +0.5% per annum above the fund-specific benchmark annualised over 3-year rolling periods, and linked to an under-performance limit of 1.5% against the benchmark in any one year, as measured independently by an approved third party.

7. Collaborative investment and pooling

- 7.1. WYPF has signed a memorandum of understanding with the Greater Manchester and Merseyside Pension Funds to create the Northern LGPS ('the Pool') in order to meet the criteria for pooling investments released by government on 25 November 2015.
- 7.2. The three funds submitted their pooling proposal to government in July 2016 and the Department for Communities and Local Government provided confirmation in January 2017 that it is content for the funds to proceed with the formation of the Pool as set out in the July 2016 proposal. The proposal is available on the website
- 7.3. Following the issue of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016, the plans for the Northern LGPS evolved from the July 2016 proposal.
- 7.4. The vast majority of the benefits of pooling for the funds in the Northern LGPS are in respect of alternative assets, where there is greatest scope to generate further economies of scale, and to combine resources to increase direct investments. Following detailed discussions and consideration of professional advice, it was agreed in March 2017 by each of the participating funds that in order to meet the Reduced Costs and Excellent Value for Money criteria set by Government most effectively, the Northern LGPS should focus resource on making collective investments in alternative assets such as private equity and direct infrastructure. The private equity and direct infrastructure investments would initially be made via joint ventures and partnerships to enable pooled investments to be made and start generating material cost savings from an early stage. Such structures would in all cases be compliant with relevant financial services law.
- 7.5. The Scale and Strong Governance and Decision Making criteria are met by:
 - the joint committee providing monitoring and oversight of the operations of the Northern LGPS, with the Joint Committee constituted so as to separate elected members from any manager selection decisions and;
 - appointing a FCA regulated common custodian for the Pool, which has custody of all the pool's actively managed listed assets (i.e. internally and externally managed equities and bonds) and act as master record-keeper for all pool assets.
- 7.6. Based on 31 March 2015 asset values, the total value of assets, across the three participating funds, to be invested in the Pool was £35.4billion, which is in excess of the £25bn criteria set by Government. Strategic asset allocation will continue to be set by each fund's pension committee (Investment Advisory Panel for WYPF) with the selection of individual investments and investment managers for external mandates carried out by appropriately qualified and experienced officers, operating under the legal framework of specialist investment vehicles where appropriate. A single custodian will be appointed by the Pool, which will simplify the future consolidation of mandates.
- 7.7. All public-market assets and new commitments to private equity and direct infrastructure, as well as legacy investments, will be monitored and overseen by the Northern LGPS Joint Committee, with all assets other than day-to-day cash used for scheme administration purposes being held under the common custody agreement. Day-to-day cash is assumed to be 1% of total assets for each fund
- 7.8. In accordance with the 2015 pooling criteria and guidance, legacy private market assets (i.e. those entered into prior to the formation of the Pool) will be run-off on a segregated basis.
- 7.9. It is intended that the Northern LGPS will externally procure the following services:
 - External fund management for certain mandates
 - Common custodian for Pool (plus depositaries & fund administrators where required for any pooled funds that are established for non-listed assets)
 - Investment management systems
 - Audit services
 - Performance analytics
 - Responsible Investment advisory services
 - Value for money reviews of structure
 - Other professional advice

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- 7.10. The Northern LGPS Joint Committee is created via the approval of an inter-authority agreement between the administering authorities to the participating funds. The role of the Joint Committee is to:
- provide monitoring and oversight of the Northern LGPS to ensure that the pool is effectively implementing the participating authorities' strategic asset allocation decisions;
 - to oversee reporting to the participating authorities' pension committees.
 - act as a forum for the participating authorities to express the views of their pension committees;
 - ensure segregation of duties in investment decision making between elected members and officers.
 - Monitor performance of portfolios
 - Monitor the appointment of investment managers.
- 7.11. Reporting processes of the Pool will include regular written reports on the performance of Pool investments to the Joint Committee, which will be discussed at formal meetings. The Joint Committee will not be undertaking any regulated activities.
- 7.12. The Northern LGPS governing documentation grants the Joint Committee and each administering authority certain powers regarding the operation of the Northern LGPS, which can be used to ensure the effective performance of Northern LGPS. WYPF's approach to pooling set out above will be reviewed periodically going forwards to ensure this continues to demonstrate value for money, particularly following any changes to funds' strategic asset allocations, pool management arrangements or taxation policy in the UK or internationally. The reviews will take place no less than every 3 years.
- 7.13. A report on the progress of asset transfers will be made to the Scheme Advisory Board annually.

8. Transaction costs

- 8.1. The in-house team of investment managers utilise a list of brokers to provide a dealing service for share transactions undertaken. Commission paid to all brokers on UK and overseas share transactions are at competitive rates negotiated by the in-house investment managers.
- 8.2. Transaction fees and custody fees are paid to Northern Trust for transactions on terms agreed with Northern Trust under the contract for banking and custody services.

9. Environmental, Social and Corporate Governance Policy ESG Statement

Under the terms of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016 WYPF is obliged to describe in its Investment Strategy Statement its attitude to Environmental, Social & Governance factors that may adversely impact the value of our investments.

In recognition that Responsible Investing is a rapidly evolving field we have adopted a set of overarching principles which guide our processes and goals. While the principles will be retained over the intended three-year time horizon of the Investment Strategy Statement, the goals will be reviewed annually in light of our progress as an asset owner, industry developments and the evolution of best practice. Our goals will be published annually in a separate Responsible Investment report in which we will also highlight some of the major ESG themes we consider to be relevant.

Who we are defines our beliefs

We believe that the following characteristics combine to shape our ESG principles:

- We are a large local government pension fund based in the North of England. Our primary aim is to generate an appropriate investment return to provide our members and their families financial security in their retirement.
- We are a Defined Benefit scheme funded by local authority employers, admitted bodies and contributions from members. We are inherently long-term in our thinking and conservative in our attitude to risk.
- We believe in actively managing the pension fund and invest in a range of UK and international equities, fixed income, private equity, infrastructure and real estate assets. By holding a diversified portfolio of uncorrelated assets we are able to deliver sufficient long-term risk adjusted returns.
- Distinct from many LGPS funds, WYPF manages its funds internally relying on an in-house team of investment specialists rather than third party providers. This approach has produced strong investment returns while maintaining our investment cost per scheme member as one of the lowest of all LGPS.

Appendix H: Investment Strategy Statement

- In 2016 the government introduced reforms designed to improve the efficiency of LGPS and to broaden the scope of the permissible assets, specifically designed to encourage investments in infrastructure. Central to these reforms were the creation of investment pools allowing LGPS to invest collectively to benefit from specialised knowledge and improved economies of scale. As a result, WYPF joined with the LGPS of Merseyside and Greater Manchester to form the Northern LGPS.
- As a LGPS fund we are subject to a variety of legislation including the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016. We have also considered guidance from the Law Commission, Department of Work and Pensions and Department for Leveling Up, Housing and Communities (DLUHC) in developing this policy. We have also taken on board the recommendations and framework of the United Nations Principles of Responsible investment (UN-PRI) and the UK Stewardship Code.

Our ESG Principles

Principle #1. WYPF recognises that Environmental, Social and Governance (ESG) factors can profoundly impact an individual company's long-term sustainability. The ESG profile of companies reflects a significant number of individual characteristics ranging from the nature of its supply chains, the composition of its board, management's attitude toward unionisation and the carbon intensity of its business. We understand that the importance of individual factors varies considerably between companies and sectors and we therefore seek to focus on material factors likely to make a long term impact on the business. The assessment of a companies' ESG characteristics is a fundamental component of our investment process. A brief summary of the factors we consider include:

- **Environmental.** WYPF believes that climate change represents an existentialist threat to the world. The dangers of climate change have been flagged by central bankers and an increasing amount of regulation is based on the idea that climate risk is financial risk. Climate change has the potential to directly impact the value of the fund in two main ways: the physical impact that rising sea levels, the increasing frequency of extreme weather conditions and higher temperatures may have on a company's assets, workforce or markets; secondly, the risk that the transition to a low carbon economy may "strand" certain assets or businesses by making them uneconomic. We think carbon intensive companies must swiftly formulate and embrace strategies to aggressively and realistically cut green-house gas emissions. We are committed to meeting the Paris Agreement to achieve net zero carbon emissions by 2050 and exploring the feasibility of a 2030 target in line with the IPCC's 1.5-degree pathway. The transition to the low carbon economy presents not only risks, but also opportunities for the fund and we will actively seek to invest in low carbon and renewable energy technology. Environmental factors are broader than solely carbon emissions: we believe companies need to control negative externalities such as water or air pollution, and act to protect biodiversity.
- **Social.** We believe that companies need to act upon a broader array of stakeholder interests, not solely those of its shareholders. Companies should seek to make a positive contribution to the welfare of employees, the communities in which they operate, to the economy and society more broadly. We believe that employees should be treated fairly in respect of compensation, working conditions, equality of opportunity and have the right to join or form trade unions. Companies should also seek to understand and acknowledge their responsibilities to their supply chains. Companies should not aggressively seek to minimise their taxation through the use of transfer pricing, loopholes or low tax regimes.
- **Governance.** We believe that companies must commit to organise themselves in line with corporate governance best practise. Boards must be sufficiently capable, diverse, and independent to appropriately scrutinise management strategy, compensation and appointments. We encourage companies to develop cultures and processes that ensure that both the interests of managers are closely aligned to those of the shareholders and that managers feel accountable to the board. Executives should be rewarded appropriately for their contribution to the long-term success of the company. Compensation should reflect progress on both financial and ESG targets as well as median employee pay. Auditors must be able to independently, fairly and impartially to review and report on financial statements. We view non-audit work on the same company a potential conflict of interest and support regular rotation of auditors.

Principle #2 We don't believe that there is a trade-off between the investment performance of a financial asset and investing in a company that is behaving in a responsible and sustainable manner. Companies that are inherently short-term in their outlook, behave irresponsibly or unethically will not provide the necessary long-term performance that the fund needs to fund its members' pensions. In this respect we view ESG investing not from an ethical standpoint but as a way to control investment risk. This approach is consistent with our fiduciary duties to our members.

Principle #3. WYPF chooses to be an informed and active manager. As such we will take care to thoroughly understand a company's business model, investment case, relative valuation and ESG risks prior to investment. We will diligently monitor investments already in the portfolio and seek to maintain an optimal allocation between asset classes.

Appendix H: Investment Strategy Statement

Principle #4. WYPF recognises its stewardship responsibilities through engagement and voting. While we recognise that most companies attempt to manage ESG risks, where we believe there to be evidence of business or ESG risk the Fund will communicate such concerns to management. If we fail to receive satisfactory explanation or evidence of behavioural improvement, we may choose to escalate our action and use our voting rights to enact positive change. We strongly hold the view that as owners of a company's capital, management are our agents and should act in the long-term interests of the company. To engage efficiently we may choose to do so with other like-minded shareholders. We exercise our voting rights and commit to reporting our voting record in a transparent manner.

Principle #5. Positive Engagement for Change. As a final step WYPF retains the option to divest from any given investment. In recent years the fund has been petitioned by many parties in this regard, however we strongly prefer to engage rather than divest for three reasons:

- As a pension-fund we have a multi-generational investment horizon; we are uniquely well placed as long-term custodians of capital to ensure that companies are sustainable.
- Our power to influence companies is derived from our economic interest: if we sell our shares we abdicate our responsibility.
- Engagement works! The global oil industry has adopted wide-ranging changes to its business model largely due to multi-year shareholder engagement.

10. Exercise of rights attached to investments

- 10.1. The West Yorkshire Pension Fund will exercise its voting rights at the Annual and Extraordinary General Meetings of all UK companies, European companies within the Eurotop 300, US companies in the S&P 500, and Japanese companies in the TOPIX index, and companies in all other countries, in which the Fund has a shareholding. The voting policy to be adopted by the Fund at these meetings will be based on the latest 'Shareholder Guidelines' issued by the Pensions and Investment Research Consultants Limited (PIRC), an independent adviser to the pensions industry who provide policy research and analysis on shareholder issues. These 'Shareholder Guidelines' encompass principles of the UK Corporate Governance Code published by the Financial Reporting Council. Details of the Fund's voting policy, and its voting activity, are published on the Fund's website.
- 10.2. Special resolutions at UK companies are voted on based upon guidance from the LAPFF and PIRC.
- 10.3. The fund will normally take up its entitlement to rights issues when offered at a discount to the current market price.

11. Effective Decision-Making

The Investment Panel encompasses a range of expertise, supported by external investment advisers and the in-house team of investment managers. In fact, the external investment advisers and senior investment managers attend all meetings of the Panel so as to provide the necessary expert advice to support the Panel members in coming to their decisions. Great emphasis is placed on training for Panel members, and a number of initiatives on this front have been, and continue to be, developed. Attempts are being made to ensure that Panel members have a minimum tenure of appointment of at least three years on the Panel so as to ensure continuity and a build up of experience. An annual business plan for the Panel is produced.

12. Clear objectives

Members of the Panel take a long-term view in setting investment objectives. Investment objectives are set for the Fund itself, which have due regard to the Fund's Investment Strategy Statement and Funding Strategy Statement. Investment return targets are also set for the managers and external investment advisers in order to encourage added value commensurate with a measured and controlled level of volatility.

13. Risk and liabilities

Panel members focus entirely on asset allocation, with day-to-day stock selection left to the discretion of the in-house investment managers. Active management is adopted with appropriate risk controls as reflected in a well-diversified portfolio of investments.

Appendix H: Investment Strategy Statement

14. Performance assessment

The Panel formally monitors the investment performance of the Fund annually at one of its meetings, and an assessment is made of the in-house managers' and external investment advisers' performance against the investment target return. Since 2005 the Fund has used a fund-specific benchmark to compare actual asset allocation and investment returns. Arrangements have been put in place for several years now for the external investment advisers to assess the effectiveness of the Panel itself on an annual basis.

15. Responsible ownership

The WYPF actively votes its shares in all UK companies, the top 300 European companies, the US S&P 500 companies, the Japanese TOPIX companies and in companies in all other countries, in which it has a shareholding. WYPF also jointly engages with companies through its membership of the Local Authority Pension Fund Forum, the Institutional Investors Group on Climate Change, and the Carbon Disclosure Project.

16. Transparency and reporting

The Investment Strategy Statement is regularly updated and is available on the Fund's website. <https://www.wypf.org.uk/publications/policy-home/wypf-index/investment-strategy-statement/>

Details of the Fund's voting policy and voting activity are also published on the website <https://www.wypf.org.uk/investments/wypf-investments/voting-policy/>.

Appendix I: Conflict of Interest Policy

1. Introduction

- 1.1 Conflicts of interest have always existed for those with Local Government Pension Scheme (LGPS) administering authority responsibilities as well as for advisers to LGPS funds. This simply reflects the fact that many of those managing or advising LGPS funds will have a variety of other roles and responsibilities, for example as a member of the scheme, as an elected member of an employer participating in the LGPS or as an adviser to more than one LGPS administering authority. In addition, they may have an individual personal, business or other interest which might conflict, or be perceived to conflict, with their role managing or advising LGPS funds.
- 1.2 It is generally accepted that LGPS administering authorities have both fiduciary and public law duties to act in the best interests of both the scheme beneficiaries and participating employers. This, however, does not preclude those involved in the management of the fund from having other roles or responsibilities which may result in an actual or potential conflict of interest. Accordingly, it is good practice to document within a policy, such as this, how any such conflicts or potential conflicts are to be managed.
- 1.3 This is the conflict of interest policy of West Yorkshire Pension Fund (WYPF), which is managed by City of Bradford MDC (CBMDC). The policy details how actual and potential conflicts of interest are identified and managed by those involved in the management and governance of WYPF whether directly or in an advisory capacity.
- 1.4 This conflict of interest policy is established to guide Joint Advisory Group, Investment Advisory Panel, pension board members, officers and advisers. Along with other constitutional documents, including the various codes of conduct, it aims to ensure that they do not act improperly or create a perception that they may have acted improperly. It is an aid to good governance, encouraging transparency and minimising the risk of any matter prejudicing decision making or management of the fund otherwise.

2. Aims and objectives

- 2.1 In relation to the governance of the fund, the administering authority's objectives are to ensure that:
 - 2.1.1 all staff and Joint Advisory Group, Investment Advisory Panel and pension board members charged with the financial administration and decision-making with regard to the fund are fully equipped with the knowledge and skills to discharge the duties and responsibilities allocated to them
 - 2.1.2 the fund is open in all its dealings and readily provides information to interested parties
 - 2.1.3 all relevant legislation is understood and complied with
 - 2.1.4 the fund is at the forefront of best practice for LGPS funds, and
 - 2.1.5 all conflicts of interest are managed appropriately

The identification and management of potential and actual conflicts of interest is therefore integral to the administering authority achieving its governance objectives.

3. Application of this policy

- 3.1 This conflict of interest policy applies to all Joint Advisory Group, Investment Advisory Panel and pension board members, including scheme member and employer representatives, whether voting members or not. It applies to all members of WYPF management team.
- 3.2 This policy and the issue of conflicts of interest in general must be considered in light of each individual's role, whether this is a management, advisory or assisting role.
- 3.3 The Director – WYPF will monitor potential conflicts for less senior officers involved in the daily management of the pension fund and highlight this policy to them as appropriate.

Appendix I: Conflict of Interest Policy

- 3.4 This policy also applies to all advisers and suppliers to the fund, whether advising the Joint Advisory Group, Investment Advisory Panel, pension board or fund officers, in relation to their role in advising or supplying the fund.

In this policy, reference to advisers includes all advisers, suppliers and other parties providing advice and services to the administering authority in relation to pension fund matters. This includes but is not limited to actuaries, investment consultants, independent advisers, benefits consultants, third-party administrators, fund managers, lawyers, custodians and AVC providers. Where an advisory appointment is with a firm rather than an individual, reference to 'advisers' is to the lead adviser(s) responsible for the delivery of advice and services to the administering authority rather than the firm as a whole.

- 3.5 In accepting any role covered by this policy, those individuals agree that they must:
- 3.5.1 acknowledge any potential conflict of interest they may have
 - 3.5.2 be open with the administering authority on any conflicts of interest they may have
 - 3.5.3 adopt practical solutions to managing those conflicts, and
 - 3.5.4 plan ahead and agree with the Administering Authority how they will manage any conflicts of interest which arise in future.
- 3.6 The procedures outlined later in this policy provide a framework for each individual to meet these requirements.

4. Legislative and related context

- 4.1 There are a number of requirements relating to the management of potential or actual conflicts of interest for those involved in LGPS funds which are included in legislation or guidance. These are summarised in Appendix 1.

5. Other administering authority requirements

- 5.1 Individuals to whom this policy applies may also be required to adhere to other requirements in relation to conflicts of interest. This includes:
- 5.1.1 Joint Advisory Group, Investment Advisory Panel and Pension Board members who are required to adhere to the CBMDC Members' Code of Conduct
 - 5.1.2 employees who are required to adhere to the CBMDC Employees' Code of Conduct
 - 5.1.3 advisers who are expected to have their own policies or protocols.
- 5.2 Further information is provided in Appendix 2.

6. What is a conflict or potential conflict and how will it be managed?

- 6.1 The Public Service Pensions Act 2013 defines a conflict of interest as a financial or other interest which is likely to prejudice a person's exercise of functions. Therefore, a conflict of interest may arise when an individual:
- 6.1.1 has a responsibility or duty in relation to the management of, or provision of advice to, the LGPS fund administered by CBMDC, and
 - 6.1.2 at the same time, has:
 - 6.1.2.1 a separate personal interest (financial or otherwise) or
 - 6.1.2.2 another responsibility in relation to that matter, giving rise to a possible conflict with their first responsibility. An interest could also arise due to a family member or close colleague having a specific responsibility or interest in a matter.
- 6.2 Some examples of potential conflicts are included in Appendix 3.
- 6.3 CBMDC encourages a culture of openness and transparency and encourages individuals to be vigilant; have a clear understanding of their role and the circumstances in which they may have a conflict of interest, and of how potential conflicts should be managed.

Appendix I: Conflict of Interest Policy

- 6.4 CBMDC will evaluate the nature of any dual interests or responsibilities that are highlighted and assess the impact on pension fund operations and good governance were an actual conflict of interest to materialise. Ways in which conflicts of interest may be managed include:
- 6.4.1 the individual concerned abstaining from discussion, decision-making or providing advice relating to the relevant issue
- 6.4.2 the individual being excluded from the meeting(s) and any related correspondence or material in connection with the relevant issue
- 6.4.3 a working group or sub-committee being established, excluding the individual concerned, to consider the matter outside of the formal meeting (where the terms of reference permit this to happen)
- 6.5 Provided that the administering authority (having taken any professional advice deemed to be required) is satisfied that the method of management is satisfactory, CBMDC shall endeavour to avoid the need for an individual to resign due to a conflict of interest. However, where the conflict is considered to be so fundamental it cannot be effectively managed, or where a Pension Board member has an actual conflict of interest as defined in the Public Service Pensions Act 2013, the individual will be required to resign from their role.

7. Responsibility

- 7.1 The administering authority for the WYPF fund must be satisfied that conflicts of interest are appropriately managed. For this purpose, the Director – WYPF is the designated individual for ensuring the procedure outlined below is adhered to.
- 7.2 However, it is the responsibility of each individual covered by this policy to identify any potential instances where their personal, financial, business or other interests might come into conflict with their pension fund duties.

8. Operational procedures

- 8.1 Declaration at appointment
- 8.1.1 On appointment to their role or on the commencement of this policy if later, all individuals will be provided with a copy of this policy and be required to complete a Declaration of Interest form. The information contained in this declaration will be collated into the pension fund's register of conflicts of interest.
- 8.2 Declaration at meetings
- 8.2.1 At the commencement of any Joint Advisory Group, Investment Advisory Panel, pension board or other formal meeting where pension fund matters are to be discussed, the chair will ask all those present who are covered by this policy to declare any new potential conflicts.
- 8.2.2 These will be recorded in the fund's Register of Conflicts of Interest. In addition, the latest version of the register will be made available by the Director – WYPF to the chair of every meeting prior to that meeting.
- 8.2.3 Any individual who considers that they or another individual has a potential or actual conflict of interest which relates to an item of business at a meeting must advise the chair and the Director – WYPF prior to the meeting, where possible, or state this clearly at the meeting at the earliest possible opportunity. The chair, in consultation with the Director – WYPF, should then decide whether the conflicted or potentially conflicted individual needs to leave the meeting during the discussion on the relevant matter or to withdraw from voting on the matter.
- 8.2.4 If such a conflict is identified outside of a meeting the notification must be made to the Director – WYPF and where it relates to the business of any meeting, also to the chair of that meeting. The Director – WYPF, in consultation with the chair where relevant, will consider any necessary action to manage the potential or actual conflict.
- 8.2.5 Where information relating to any potential or actual conflict has been provided, the Director – WYPF may seek such professional advice as he or she thinks fit (such as legal advice from the Monitoring Officer) on how to address any identified conflicts.
- 8.2.6 Any such potential or actual conflicts of interest and the action taken must be recorded in the fund's Register of Conflicts of Interest.
- 8.3 Annual declaration
- 8.3.1 Every 12 months all individuals will complete a new Declaration of Interest confirming that their information contained in the register is correct or highlighting any changes that need to be made to the declaration.

Appendix I: Conflict of Interest Policy

8.4 Conduct at meetings:

There may be circumstances when a representative of employers or members wishes to provide a specific point of view on behalf of an employer (or group of employers) or member (or group of members). The administering authority requires that any individual wishing to speak from an employer's or member's viewpoint must state this clearly, e.g. at a pension board or Joint Advisory Group or Investment Advisory Panel meeting, and that this will be recorded in the minutes.

9. Operational procedures for advisers

9.1 Although this policy applies to all of the key advisers, the operational procedures outlined in 8.1 and 8.3 above relating to completing declarations do not apply to advisers. Instead all advisers must:

9.1.1 be provided with a copy of this policy on appointment and whenever it is updated

9.1.2 adhere to the principles of this policy

9.1.3 provide, on request, information to Director – WYPF as to how they will manage and monitor actual or potential conflicts of interests relating to the provision of advice or services to CBMDC as administering authority, and

9.1.4 notify the Director – WYPF immediately should a potential or actual conflict of interest arise.

All potential or actual conflicts notified by advisers will be recorded in the fund's Register of Conflicts of Interest.

10. Monitoring and reporting

10.1 The fund's Register of Conflicts of Interest may be viewed by any interested party by appointment during normal business hours. In addition, information relating to conflicts of interest will be published in the fund's annual Report and Accounts.

10.2 In order to identify whether the objectives of this policy are being met, the administering authority will review the Register of Conflicts of Interest on an annual basis and consider whether there has been any potential or actual conflicts of interest that were not declared at the earliest opportunity.

11. Key risks

11.1 The key risks to the delivery of this policy are outlined below, all of which could result in an actual conflict of interest arising and not being properly managed. The Director – WYPF will monitor these and other key risks and consider how to respond to them, taking advice from the City Solicitor where required. The key risks are:

11.1.1 insufficient training or poor understanding in relation to individuals' roles on pension fund matters

11.1.2 Insufficient training or failure to communicate the requirements of this policy

11.1.3 Absence of the individual nominated to manage the operational aspects of this policy and no one deputising or failure of that individual to carry out the operational aspects in accordance with this policy, and

11.1.4 Failure by a chair to take appropriate action when a conflict is highlighted at a meeting.

12. Costs

12.1 All costs related to the operation and implementation of this policy will be met directly by WYPF. However, no payments will be made to any individuals in relation to any time spent or expenses incurred in the disclosure or management of any potential or actual conflicts of interest under this policy.

Appendix J: Risk Management Report

WYPF Risk Management Report

Introduction

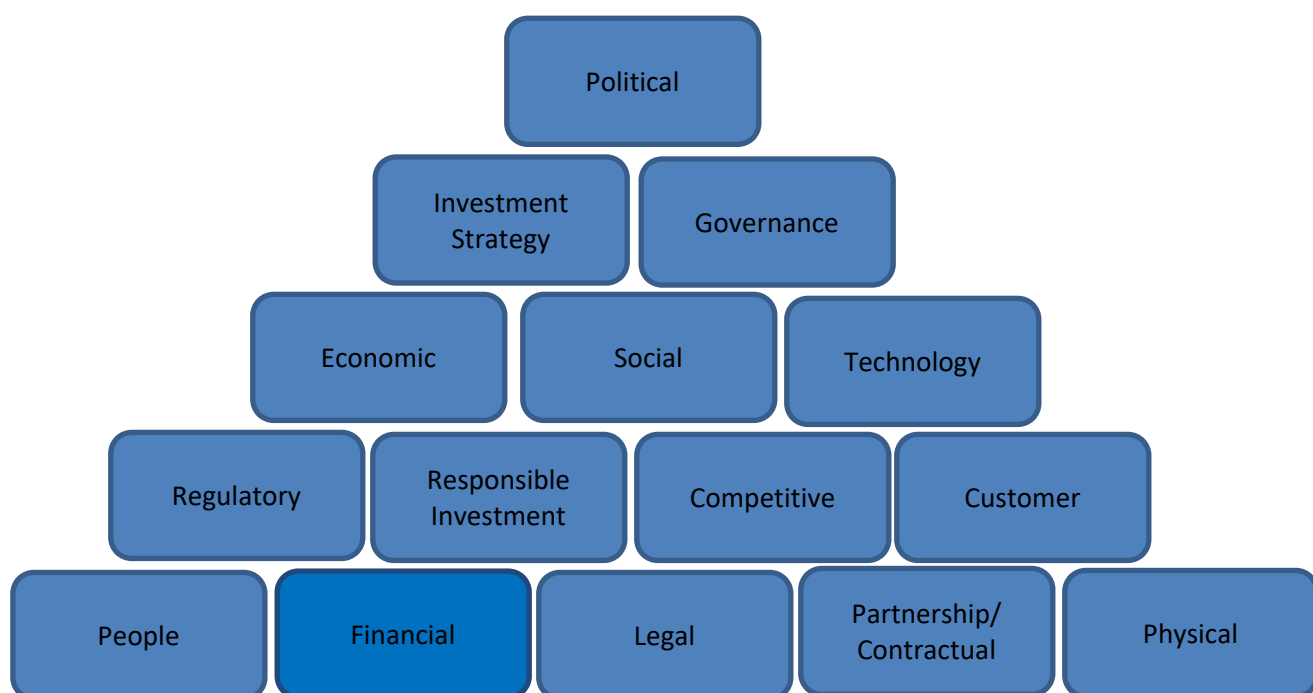
WYPF’s Risk Management Plan establishes the process for implementing proactive risk management as part of the overall management of the pension fund. The purpose of risk management is to identify potential problems before they occur, so that risk handling activities may be planned and invoked as needed to mitigate adverse impacts on achieving objectives. Risk management is a continuous, forward looking process that addresses issues that could endanger the achievement of critical objectives and includes the early risk identification through the collaboration and involvement of relevant stakeholders.

WYPF have identified risks which have been rated and plotted on a matrix and a risk tolerance line agreed to prioritise the risks. The risk matrix measures each risk for its likelihood and impact in terms of its potential for affecting the ability of WYPF to achieve its objectives.

The process

Risk identification

The first of five stages of the risk management cycle require risk identification. This has been achieved through discussion with senior Managers and covers 15 categories of risk as shown below.



Appendix J:Risk Management Report

Identified risks

Economic

| Scenario | Short name |
|----------|---|
| 1 | Valuation registers a deficit in the pension fund |
| 2 | Reduction in proportion of active members |
| 16 | Lack of Admissions and Guarantors |

Political

| Scenario | Short name |
|----------|---|
| 3 | Bradford initiatives |
| 4 | Central Government regionalisation agenda |

Technological

| Scenario | Short name |
|----------|---|
| 5 | Improved Pensions and Investments systems are not developed and adopted |
| 6 | Lack of information sharing with employers |
| 7 | Current software providers pull out of the market or are taken over |
| 39 | Disaster recovery |
| 40 | Internal Fraud |
| 42 | Loss of sensitive personal data |
| 45 | Cyber Crime |

Legislative/Regulatory

| Scenario | Short name |
|----------|--|
| 8 | Failure to administer the scheme in line with regulations and policies |
| 25 | Failure to adhere to relevant statutory regulations and guidance. |
| 46 | Compliance with GDPR requirements |
| 48 | Failure to include all required information issued to members under disclosure regulations |

People

| Scenario | Short name |
|----------|---|
| 9 | Greater level of support expected by district councils than other employers |
| 41 | Recruitment and retention of experienced staff |
| 43 | Key staff on long term absence |
| 44 | Access to sensitive/personal data by staff |

Financial

| Scenario | Short name |
|----------|---|
| 10 | Finance aren't always involved in other sections' decision making processes |
| 12 | External Fraud |

Appendix J: Risk Management Report

| | |
|----|--|
| 13 | Admin costs increase above budgeted costs |
| 15 | Prompt payment of pensions on the due date. |
| 17 | Failure to obtain ISAE 3402 reports from Hedge Fund and Currency Fund Managers |

Physical

| Scenario | Short name |
|----------|------------|
| | |

Competitive

| Scenario | Short name |
|----------|--|
| 11 | National and local KPI's are not being met |

Customer

| Scenario | Short name |
|----------|---|
| 14 | Customer Satisfaction below acceptable levels |
| 47 | Failure to communicate adequately with scheme members |

Social

| Scenario | Short name |
|----------|------------|
| | |

Partnership / Contractual

| Scenario | Short name |
|----------|---|
| 18 | Provision of shared services to Fire Authorities and other LGPS Funds |

Governance

| Scenario | Short name |
|----------|---|
| 19 | The IAP's role within the council is not clearly defined. |
| 20 | The IAP's terms of reference are not reviewed regularly, do not meet best practice and/or are not fit for purpose. |
| 21 | Those charged with governance of the Fund and Scheme are unable to fulfil their responsibilities effectively. |
| 22 | The IAP's membership is not chosen with reference to members' investment skills/knowledge. |
| 23 | Members take decisions without due regard to advice, along party political lines or with a personal agenda. |
| 24 | Independent Advisors not suitably qualified or diverse. Advice of poor quality or not tailored to WYPF. |
| 35 | Custody arrangements may not be sufficient to safeguard Pension Fund's assets. |
| 36 | Stock lending counterparty failure. |
| 37 | Internal Investment Management may not have appropriate control frameworks in place to protect Pension Fund assets. |
| 38 | Pension Fund investments may not be accurately valued. |

Appendix J: Risk Management Report

Investment Strategy

| Scenario | Short name |
|----------|---|
| 26 | Strategic benchmark not set to meet the return required by the actuarial valuation. |
| 27 | Lack of asset class diversification in the strategic benchmark. |
| 28 | Investment returns achieved fall below that required by the actuarial valuation. |
| 29 | Cash resources insufficient to meet short term liabilities. |

Responsible Investment

| Scenario | Short name |
|----------|---|
| 30 | Policies not linked to sustainability goals and actions focussed on a small number of issues e.g. fossil fuels |
| 31 | Measurement and reporting of Engagement is not performed, unfocussed or insufficient. |
| 32 | Climate Risks identified |
| 33 | Lack of consistent data (e.g. on Green House Gas emissions) for all asset classes hinders understanding of climate risks. |
| 34 | Lack of focus or information means the investment opportunities of Climate change are overlooked or not taken. |

Risk analysis, profile and tolerance

The risks are assessed for impact and likelihood and plotted onto a matrix. The impact is measured as being negligible, marginal, critical or catastrophic. The likelihood is measured as being almost impossible, very low, low, significant, high or very high.

Appendix 1 shows all the risks that are rated on the profile.

The top risks facing WYPF are identified as:

| Scenario | Short name |
|----------|--|
| 1 | Valuation registers a deficit in the pension fund |
| 2 | Reduction in proportion of active members |
| 5 | Improved Pensions and Investments systems are not developed and adopted |
| 6 | Lack of information sharing with employers |
| 9 | Greater level of support expected by district councils than other employers |
| 14 | Customer Satisfaction below acceptable levels |
| 15 | Prompt payment of pensions on the due date. |
| 18 | Provision of shared services to Fire Authorities and other LGPS Funds |
| 19 | The IAP's role within the council is not clearly defined. |
| 20 | The IAP's terms of reference are not reviewed regularly, do not meet best practice and/or are not fit for purpose. |
| 21 | Those charged with governance of the Fund and Scheme are unable to fulfil their responsibilities effectively. |
| 22 | The IAP's membership is not chosen with reference to members' investment skills/knowledge. |
| 23 | Members take decisions without due regard to advice, along party political lines or with a personal agenda. |
| 24 | Independent Advisors not suitably qualified or diverse. Advice of poor quality or not tailored to WYPF. |
| 25 | Failure to adhere to relevant statutory regulations and guidance. |
| 26 | Strategic benchmark not set to meet the return required by the actuarial valuation. |
| 27 | Lack of asset class diversification in the strategic benchmark. |

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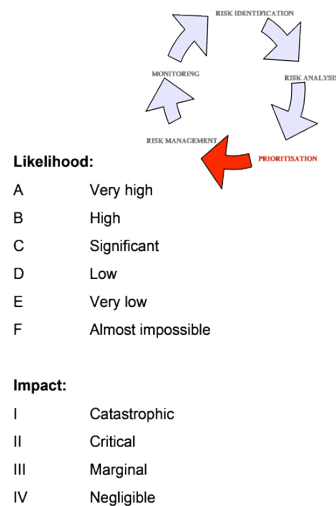
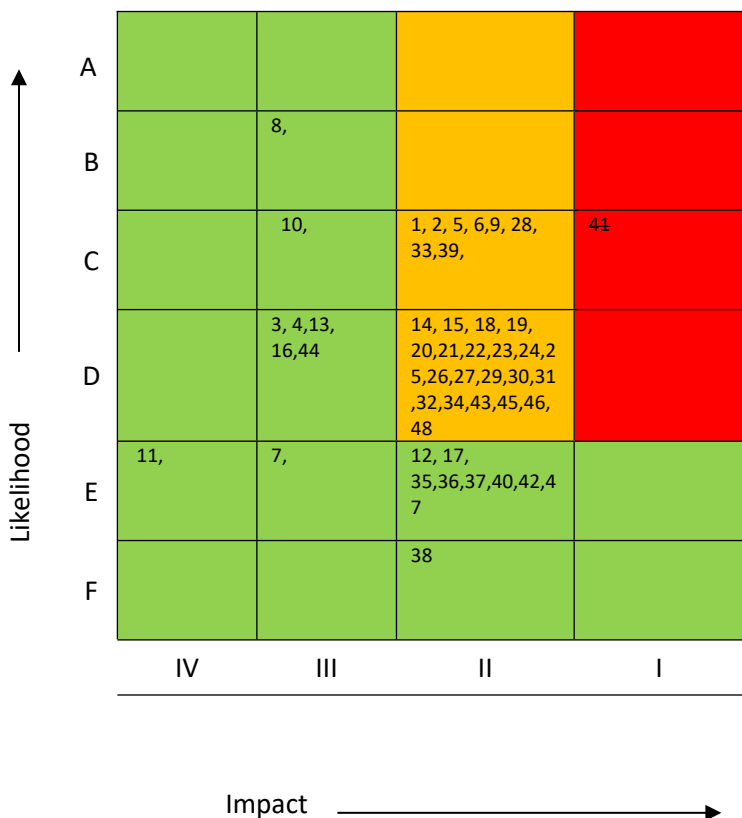
| Scenario | Short name |
|----------|---|
| 28 | Investment returns achieved fall below that required by the actuarial valuation. |
| 29 | Cash resources insufficient to meet short term liabilities. |
| 30 | Policies not linked to sustainability goals and actions focussed on a small number of issues e.g. fossil fuels |
| 31 | Measurement and reporting of Engagement is not performed, unfocussed or insufficient. |
| 32 | Climate Risks identified |
| 33 | Lack of consistent data (e.g. on Green House Gas emissions) for all asset classes hinders understanding of climate risks. |
| 34 | Lack of consistent data (e.g. on Green House Gas emissions) for all asset classes hinders understanding of climate risks. |
| 38 | Pension Fund investments may not be accurately valued. |
| 39 | Disaster recovery |
| 41 | Recruitment and retention of experienced staff |
| 43 | Key staff on long term absence |
| 45 | Cyber Crime |
| 46 | Compliance with GDPR requirements |

To determine the section's appetite to risk, each of the squares on the matrix are considered to decide if WYPF are prepared to live with a risk in that box or if it needs to be actively managed. This set a theoretical tolerance line. Those risks above the line requiring further scrutiny and those below the line having sufficient control in place. The tolerance line is agreed at risks with a low or greater likelihood and a critical impact.

Appendix J: Risk Management Report

As part of a regular review, 48 risks have been identified and framed into scenarios. The risks identified have been rated, 30 of these above their acceptable tolerance level, 18 below the tolerance line. The results are shown on the following risk profile.

WYPF Risk profile – January 2022



Risk management and monitoring

Management Action Plans (MAPs) frame the risk management actions that are required. They map out the target for each risk i.e. to reduce the likelihood, impact or both. They also include targets and critical success factors to allow the risk management action to be monitored.

The risk assessment identified that significant levels of activity are required to manage the risks. Many of the key risks require immediate attention and it is important that having identified risks that could have critical impact, that the required action is undertaken.

MAP's were then agreed for those risks above the tolerance line and are specified below:

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Management Action Plans

| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|--|---|---|---|------------------|-----------------------------------|---|
| 1 | C II | <p>Valuation registers a deficit in the Fund.</p> <p>Triennial Valuation undertaken on the Fund using a range of financial assumptions as agreed with the Fund Actuary. If the financial assumptions are not borne out in practice, because of a range of reasons not least :</p> <ul style="list-style-type: none"> • Falls in expected investment returns • Fall in markets values • Rising inflation • members living longer <p>the funding position of the fund could deteriorate</p> | <p>Training for Joint Advisory, Panel and Board members provided by the Actuary at the beginning of the Triennial Valuation exercise to aid assumption decision making</p> <p>Due to potentially decreasing payroll deficit amounts are set as - monetary amounts at the valuation</p> <p>Recovery period for deficit amounts assessed at each valuation to eliminate deficit within 22 years</p> <p>Monitoring of closed employers</p> <p>Quarterly funding updates provided by Funds Actuary</p> | <p>Deteriorating funding positions could result in an increased employers deficit contributions to eliminate deficit</p> <p>Growth is built into the medium financial plan, stepped increases for low to medium risk employers as per the FSS</p> | Director WYPF JAG | Funding position to remain within 90 to 110% | triennial | Every three years - 31 March 2022 | |
| 2 | C II | Reduction in proportion of active members | <p>Publicise the scheme and the benefits of membership in regular newsletters, website, ABS's, annual meetings as detailed in the Funds Communication Policy.</p> <p>Introduction of Auto Enrolment has increased membership.</p> | <p>Fund becomes more mature due to ageing and reduction in active members by outsourcing.</p> <p>Client base nationwide – employers 400+ including 5 district councils.</p> | Assistant Director (Finance, Administration and Governance) | <ul style="list-style-type: none"> • Fund continues to show as positive cashflow • The ISS is regularly reviewed to ensure its consistent with maturity profile of the Fund | Annually | Ongoing | Increase membership by publicising the scheme and the benefits of membership in regular newsletters, website, ABS's, annual meetings. |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|--|---|---|--|--|------------------|-----------|--|
| 5 | D II | Pensions Admin System will not lead to improvements, efficiency and cost savings, or developments do not meet WYPF requirements. | Regular account meetings with Civica Senior Management. Representation on various user groups: <ul style="list-style-type: none"> • Civica user group • LGPS group • Payroll user group | Ensure regular attendance and report back from the User Groups/Meetings as necessary. | Assistant Director (Finance, Administration and Governance) | Improved systems, costs savings, better reporting, employer internet, member internet facilities available, increase the number of UPM auto calculations Develop product that meets WYPF requirements | Quarterly | Ongoing | Regular market testing to see if better systems on the market, Effective and efficient system, with scalable capacity to support shared services. |
| 6 | C II | Lack of information sharing with employers | Enhancements to UPM2 are continuing. Monthly Returns expanded to increase the information supplied electronically | Develop employers web site | Assistant Director (Finance, Administration and Governance)/ Head of Finance | Increase in electronic medium of info sharing Improvements in KPI's 1, 4a, 4b, 6 and 8 | Annual | Ongoing | Develop Employers' website to use that as the main medium for communication. Build scalable system capacity, improved vfm for shared services. |
| 9 | C II | Greater level of support required / expected by some employers | Employer Training courses available or charge for the additional work | Monitor number and type of requests for support | Assistant Director (Finance, Administration and Governance) | Reduce the number of non standard requests | Monthly | Ongoing | Provide more online training. Could be offered to other LGPS funds. |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|---|---|---|--|------------------|-----------|---|
| 14 | D II | Customer satisfaction drops below acceptable levels | Newsletters issued regularly to members, Monthly info. update to employers ABS's to current and deferred members Member Annual meeting Employer Annual meeting Large employer group meeting Seminars for employers Leaver questionnaires Employer satisfaction questionnaires Complaints procedures Web site Published ISS Published FSS Contact Centre Member of Plain English Campaign 'Pensions Administration Strategy' document issued to each employing authority participating in the Fund. Governance compliance statement and Communications policy published. | Revise ISS each year Review annually: Pensions Administration Strategy, Communication Strategy | Assistant Director (Finance, Administration and Governance) JAG | Reduction in complaints Reduction in IDRP cases. Attract new bodies to the Fund More timely info from employers, Improved employer satisfaction KPI 8 | Annual | Annually | Attract new business to the Fund |
| 15 | D II | Finance | Prompt payment of pensions on the due date. | An annual timetable is prepared showing key dates when stages of payroll have to be done by to ensure payment is made on pay date | Assistant Director (Finance, Administration and Governance) | <ul style="list-style-type: none"> • Pensioners not getting paid on time • Cause financial hardship • Damage to WYPF reputation • Increase in number of complaints • Callers/Visitors | DII | Finance | Prompt payment of pensions on the due date. |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|---|--|---|---|------------------------------------|---|--|
| 18 | D II | Partnership/ Contractual | Provision of shared services to Fire Authorities and other LGPS Funds | Staff cannot keep up with additional workloads WYPF not being able to meet contractual obligations | Assistant Director (Finance, Administration and Governance) | <ul style="list-style-type: none"> • Will not be able to provide a pensions administration service • Will not be able to pay pensions or process work • Staff leave • Damage to WYPF Reputation • Bad publicity • Loss of income • | Partnership/Contractual | Provision of shared services to Fire Authorities and other LGPS Funds | Staff cannot keep up with additional workloads |
| 19 | D II | The IAP's role within the council is not clearly defined. Detrimental decisions made in relation to investments. Council constitution sets out the delegations, and the approved Statement of General Approach to the Management of Pension Fund Investments sets out the IAP role and is provided to Members, who agree to abide by them. | Control is adequate | Regular review of constitution and Statement of General Approach to the Management of Pension Fund Investments | City Solicitor Director | Documents up to date. | Annual and when regulation change. | May | - |
| 20 | D II | The IAP's terms of reference are not reviewed regularly, do not meet best practice and/or are not fit for purpose. Detrimental decisions made in relation to investments. Annual Review of delegations. | Control is adequate, annual review when Independent Advisor reports on IAP Governance Arrangements. | Director to consider changes required following Annual Governance Report. | City Solicitor Director | Documents up to date. | Annual and when regulation change. | May | |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|--|---|--|---------------------------|---|------------------|-----------|-------------|
| 21 | D II | <p>Those charged with governance of the Fund and Scheme are unable to fulfil their responsibilities effectively. Members fail to act in the best interests of the fund.</p> <p>A training policy is in place which requires Members to receive continuing training and all new Members to attend the SAB training course. The IAP membership includes Trade Union representatives, active and retired representatives, Independent Advisors and the Director to maintain continuity of knowledge and experience over time. The Fund subscribes to relevant professional bodies e.g. LAPFF, NAPF and representatives attend major conferences The IAP is very experienced and knowledgeable and monitors the performance of the Fund</p> | Control is adequate | Director to facilitate training arrangements and to report to IAP as required. | Director IAP Members | Training and other records kept up to date. | Ongoing | , | |
| 22 | D II | <p>The IAP's membership is not chosen with reference to members' investment skills/knowledge. Members unable to fully participate in the IAP decisions.</p> <p>As per risk 3 above.</p> | Control is adequate | Director to facilitate training arrangements and to report to IAP as required. | Director IAP Members | Training and other records kept up to date. | Ongoing | | |

Appendix J: Risk Management Report

| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|---|---|---------------------------|---|------------------|-----------|-------------|
| 23 | D II | <p>Members take decisions without due regard to advice, along party political lines or with a personal agenda. Sub-optimal or inappropriate decisions impact investment returns and in due course funding levels, increasing contributions.</p> <p>All decisions of the IAP are subject to the Governance and Audit Committee's approval, where decisions not made in the best interests of the Fund may be overruled.</p> | Control is adequate. | Director to raise any concerns with Independent Advisors and report to Governance and Audit Committee as required. | Director | Decisions to be in the best interest of the Fund. | Quarterly | | |
| 24 | D II | <p>Independent Advisors not suitably qualified or diverse. Advice of poor quality or not tailored to WYPF. Detrimental decisions made in relation to investments.</p> <p>Advisors appointed after a competitive process for a maximum period of 9 years with triennial reviews and a 12 month probationary period.</p> | Control is adequate. | Advisor selection process followed. Advisors to confirm appropriate Continuing Professional Development during appointment. | Director | CPD confirmation obtained. | Annual. | | |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|---|---|---------------------------|---|------------------|---------------------------|-------------|
| 25 | D II | <p>Failure to adhere to relevant statutory regulations and guidance. Fund not invested in accordance with requirements. Reputational damage to fund within sector and investment markets.</p> <p>An established process exists to inform the IAP and the Investment team of regulatory requirements and any changes to these. Sufficient resources are in place to implement any changes. Membership of relevant professional groups ensures any potential changes in statutory requirements are known before the implementation dates</p> | Control is adequate. | Technical team to flag investment regulatory changes proposed at consultation stage. Investment team to maintain contacts within the sector to identify non LGPS specific regulatory changes. | Assistant Directors | Full compliance with all regulatory requirements. | Ongoing | | |
| 26 | D II | <p>Strategic benchmark not set to meet the return required by the actuarial valuation. Funding shortfall has to be made good by employer contribution increases.</p> <p>Benchmark is reviewed by IAP after each valuation, taking appropriate advice, including expected volatility for each asset class, to ensure the target return is achieved with an acceptable level of portfolio volatility.</p> | Control is adequate. | Benchmark reviewed after each actuarial valuation. | IAP Director | Fund maintains a consistent high level of funding | Triennial | Receipt of 2022 valuation | |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|---|---|---|------------------------------------|--|------------------|---------------------------|-------------|
| 27 | D II | Lack of asset class diversification in the strategic benchmark. Increased risk of a funding shortfall due to excessive portfolio volatility. As per risk 12 above. | Control is adequate. | Benchmark reviewed after each actuarial valuation. | IAP Director | Fund maintains a consistent high level of funding. | Triennial | Receipt of 2022 valuation | |
| 28 | C II | Investment returns achieved fall below that required by the actuarial valuation. Funding shortfall has to be made good by employer contribution increases. Actuarial return is based on a multi-decade expectation of return, and the benchmark is reviewed every three years and adjusted appropriately to achieve the required return. | Control is adequate. | Actuarial return agreed with actuary at each valuation date to achieve full funding on the 22 year horizon. | IAP Director | Fund maintains a consistent high level of funding. | Triennial | Receipt of 2022 valuation | |
| 29 | D II | Cash resources insufficient to meet short term liabilities. Fund has to sell investment at an inopportune time, risking a loss of value. Strategic benchmark has a cash allocation sufficient for day to day running of the fund, and the cash returns of the portfolio are managed to ensure all commitments can be met on due date. | Control is adequate. | Cash resources and commitments managed to ensure liabilities are met on due date. | IAP Director Head of Finance | Cash resources maintained at an appropriate level. | Ongoing | | |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|--|--|--|--|---|------------------|-----------|---|
| 30 | D II | Policies not linked to sustainability goals and actions focussed on a small number of issues e.g. fossil fuels. The fund fails to recognise and manage other risks and is exposed to undue loss of value or volatility. | Control is adequate. | ESG policies are based on a set of overarching environmental , social and governance principles which guide our processes and goals. | IAP | Fund assets safeguarded and returns achieved. | Ongoing | | |
| 31 | D II | Measurement and reporting of Engagement is not performed, unfocussed or insufficient. Actions not agreed where engagement has failed. Engagement is unsuccessful and does not promote change. | Control is adequate. | WYPF will engage with its investments, and will work with other like-minded shareholders to increase the impact where necessary. It will exercise its voting rights and publicly report its voting record quarterly. | Director, Assistant Directors and Investment Managers. | Fund assets safeguarded and returns achieved. | Ongoing | | Improved corporate governance following engagement results in better company performance. |
| 32 | D II | Climate Risks identified - Green House Gas Emissions - Transition risk - physical risks use of scarce resources e.g. minerals, water. The fund fails to recognise and manage physical and transition risks due to focus on emissions and is exposed to undue loss of value or volatility. | Control is adequate. | Managers will consider the range of ESG risks as they relate to each investment before investing and while continuing to hold that investment. | Director, Assistant Directors and Investment Managers. | Fund assets safeguarded and returns achieved. | Ongoing | | Improved corporate governance following engagement results in better company performance. |
| 33 | C II | Lack of consistent data (e.g. on Green House Gas emissions) for all asset classes hinders understanding of climate risks. Managers unable to assess carbon intensity of current portfolio, set metrics and targets and measure progress towards goals in accordance with IAP policy. | Control depends on quality of external data. | An ESG manager has been appointed to research the available data sets to ensure WYPF can access appropriate data to assess ESG risks. | Director, Assistant Directors and ESG Manager. | Fund assets safeguarded and returns achieved. | Ongoing | | |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|--|---|--|---|---|------------------|----------------------|---|
| 34 | DII | Lack of focus or information means the investment opportunities of Climate change are overlooked or not taken. The fund fails to recognise opportunities to add value presented by the transition to a low carbon economy. | Control is adequate. | Managers will continue to seek opportunities to invest in companies which will benefit from the transition to a low carbon economy, and report these to the IAP regularly. | Director, Assistant Directors and Investment Managers | Fund assets safeguarded and returns achieved. | Ongoing | | Investment in developing sectors diversifies the portfolio and improves returns. |
| 39 | CII | Disaster recovery | Disaster recovery plan in place with Bradford Council for pensions and investments systems (refer to Business Continuity Plan). | Staff enabled to work from home with access to all systems. | Assistant Director (Finance, Administration and Governance) | Full disaster recovery plan in place which enables business to operate as usual during any disaster | Annual | Ongoing | System resilience, essential in providing 3 rd party services – shared services. |
| 41 | CI | Recruitment and retention of experienced staff | Career grades in place for majority of staff to encourage professional training. Training Plans in place for all staff. Regular review of structure. Restructure of WYPF completed September 2020 | Monitor salaries in both public and private sector. Increase flexible working to retain staff, home working available to all staff. Looking at 2 to 3 days in the office. | Director Assistant Director (Finance, Administration and Governance) Director of HR | Motivated and responsive staff Minimal staff turn over No breaches of time limits or maladministration issues | 6 monthly | Ongoing | Carry out a periodical review of salaries and grades. Attractive flexible working, home working and mobile working |
| 43 | DII | Key staff on long term absence | Document all procedures to ensure cover is available from other staff. | Monitor absences and take action at key dates. Delegation and succession planning. | Senior Managers | No effect on service provision | As required | As required Annually | A register of casual staff is maintained to provide cover at short notice. |

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| No | Rating | Risk description and Action / Controls already in place | Adequacy of action/ control to address risk | Required management action/ control | Responsibility for action | Critical success factors & KPI's | Review frequency | Key dates | Opportunity |
|----|--------|--|--|--|---|--|------------------|-----------|--|
| 45 | D II | Threat of cyber crime | Adequate | Regular review by Bradford ICT of Firewalls, anti-virus programs to identify latest threats. WYPF also carry out penetration testing on the Fund's website and secure portal. Staff training / awareness, increased IT equipment / asset control. Routine blog to employers and members to raise cyber crime awareness | Assistant Director (Finance, Administration and Governance) | Business as usual with no impact on data or services | Ongoing | Ongoing | Safeguard and protect WYPF data and systems. |
| 46 | D II | Compliance with GDPR requirements | Review letters/internal processes and procedures, Privacy statements, data share agreements, contracts with 3 rd parties, Security breach process, website. Use of Galaxkey for secure emails, Use of secure portals to share information with key stakeholders, mandatory data protection training for staff. Accreditation to ISO 27001 | Security policies in place, Mandatory Training for Staff | Assistant Director (Finance, Administration and Governance) | A reduction in security breaches | Ongoing | | |
| 48 | D II | Failure to include all required information issued to members under disclosure regulations | Letters updated and checked regularly | Working instructions updated, workflow processes updated | Head of Employer Relations and Compliance | Meet disclosure time limits | Ongoing | | |

The risks identified but below their acceptable tolerance level require no further action at this time.

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Future review and revision of risks

It is important that this work is monitored and measured and that management action plans are reassessed regularly to ensure that progress is being made and the targets can be met. In addition, each risk is owned where possible by one member of the management team to ensure that there is high level support, understanding and monitoring of the work that is required as part of the plans.

The management team have agreed that the timescale for re-visiting these risks in order to assess if they are still relevant and to identify new scenarios should be quarterly at Management Review.

Risks register

PENSIONS ADMINISTRATION RISKS

| No | Rating | Cluster | Short name | Vulnerability | Trigger | Consequence |
|----|--------|-----------------|---|--|--|--|
| 1 | C II | Economic | Valuation registers a deficit in the pension fund | Rise in contribution rates to eliminate deficit. Growth is built into the medium term financial plan, stepped increases for low to medium risk employers as per FSS | Investment returns < actuarial and FSS assumptions Rise in longevity (Funding level remains the main comparator) | <ul style="list-style-type: none"> • Contribution rate rises • Budget cuts and/or council tax increases • Bad publicity for employers • Bad publicity for WYPF • Bad publicity for LGPS • Increased Central Government pressure for changes to LGPS • Admitted bodies review provision of LGPS to employees • Admitted bodies to WYPF seek reduced rates with other LGPS providers • Political impact • Customer complaints about 'pension pay-offs' |
| 2 | C II | Social/Economic | Reduction in proportion of active members | Fund becomes more mature due to ageing and reduction in active members by outsourcing. Client base nationwide – employers 190 including 5 district councils. | Reducing take up of admitted body status Continuing outsourcing | <ul style="list-style-type: none"> • Fund stop showing net inflows of cash • Investment strategy no longer consistent with maturity profile • FSS and ISS become out of date • Less time to make up any deficits so more unstable contribution rates |
| 3 | D III | Political | Bradford initiatives | The fund is not autonomous and decision taken at a high level in Bradford and for Bradford could risk the efficiency of our business. the imposition of what we perceive to be unsuitable regimes upon WYPF by CBMDC can undermine the performance of the section and forcibly distract WYPF management from their prime responsibilities for long periods. Partnerships entered into on WYPF's behalf by CBMDC may not be suitable for WYPF's needs. Initiatives divert management time from core activities | WYPF as a financial service provider and not a LG service provider not recognised or considered | <ul style="list-style-type: none"> • Loss of control over budget spend • Imposition of "Bradford" systems inappropriate to WYPF • Politicises JAG and Investment Panel • Service delivery reduced • Diversion from core activity |

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| No | Rating | Cluster | Short name | Vulnerability | Trigger | Consequence |
|----|--------|--------------------------|---|--|---|---|
| 4 | D III | Political | Central Government regionalisation agenda | Possible regionalisation of pension funds Could be asked to compete against other LG Funds or the private sector | Becomes Government policy | <ul style="list-style-type: none"> Admin costs rise to unacceptable levels Culture change Cost pressure Fail to become provider for Yorkshire region Staff relocation Staff redundancies Bad publicity for Bradford Become provider for Yorkshire Increased resource requirement Good publicity |
| 5 | D II | Technological | Improved Pensions and Investments systems are not developed and adopted | Increased WYPF and Civica resources required to develop and adopt system. | Major parts of the system do not work efficiently or accurately. | <ul style="list-style-type: none"> E-government cannot be supported Increased time and support needed for number crunching Less added value support |
| 6 | C II | Technological | Lack of information sharing with employers | Most information from employers is still paper based no direct feeds from their payroll and HR to the UPM system. Requires Pensions to work closely with employers and the Bfd-I partnership to ensure contribution returns are both correct and received on time to enable details to be provided to the Actuary for the Valuation and for Annual Benefit Statements. | Don't progress direct input or do but on a piecemeal basis Deadlines not met | <ul style="list-style-type: none"> People can't access vital information in a timely manner Sustainability issues Transcription errors Delays Invalid employer contribution rates set Invalid ABS's sent to members ABS's not sent to members Non compliance Bad publicity Key objective not met |
| 7 | E III | Technological | Current software providers pull out of the market or are taken over | Current providers –Civica | Civica not that well established in LG pensions sector but are starting to win LG business. | <ul style="list-style-type: none"> other systems available but enforced change time consuming pressure on staff |
| 8 | B III | Legislative / Regulatory | Failure to administer the scheme in line with regulations and policies | Lots of legislative/regulatory change resulting in additional work. Changes to Regs must be made aware to members, employers and staff. The service endeavours to respond but is balancing resources. The unit has given a high commitment to professional training to its staff which may not be maintainable | Insufficient resources to respond to legislative/regulatory changes adequately | <ul style="list-style-type: none"> Benchmarking costs rise Increased pressure on staff Don't adopt legislation Service criticised Duties and responsibilities not fully adopted Ombudsman cases Incorrect payment of benefits Growing complexity of administration Risk of non compliance Key objective not met general pensions knowledge declines pressure on staff |

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| No | Rating | Cluster | Short name | Vulnerability | Trigger | Consequence |
|----|--------|-------------|---|---|---|---|
| | | | | | | <ul style="list-style-type: none"> • staff don't have up to date, consistent knowledge and understanding • recalculations of pensions to do |
| 9 | C II | People | Greater level of support expected by district councils than other employers | Bradford council and to a lesser extent the other 4 councils, request information from Pensions which should be available from their own HR department. | Resources diverted from other employers | <ul style="list-style-type: none"> • Staff frustrated • Reduced level of service to other employers |
| 10 | C III | Finance | Finance aren't always involved in other sections' decision making processes | Sections powers v financial responsibility. Sections act independently and don't always ask for advice, increase in delegated powers. Finance section isn't always involved in the decision making process. | Finance is unaware of structures/ approaches | <ul style="list-style-type: none"> • Act 'ultra vires' • Promises made that can't be met |
| 11 | E IV | Competitive | National and local KPI's are not being met | | Poor performance leading to complaints and reduction in service to stakeholders | <ul style="list-style-type: none"> • Can't manage performance effectively • Fail to meet explicit objective |
| 12 | E II | Finance | External Fraud | Pensions paid where here is no entitlement | Returned payments/payslips, non return of life certificates, flagged by NFI | <ul style="list-style-type: none"> • overpaid pensions • court cases • time commitment • key objective not met |
| 13 | D III | Finance | Admin costs increase above budgeted costs | He cost per member increase and the Fund is expensive to run. | <ul style="list-style-type: none"> • Inefficiencies in operations • Lack of automation • Poor benchmarking returns | <ul style="list-style-type: none"> • Review in-house provision • Budget cuts • Service cuts • Partnership arrangements • Bad publicity |
| 14 | D II | Customer | Customer Satisfaction below acceptable levels | Level of complaints received Consultation with all stakeholders: What WYPF provides How good is the provision | Unacceptable level of complaints Not seen to act on consultation | <ul style="list-style-type: none"> • Fines • Bad publicity • Shrinking user base |

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| No | Rating | Cluster | Short name | Vulnerability | Trigger | Consequence |
|----|--------|-------------------------|--|---|--|---|
| 15 | D II | Finance | Prompt payment of pensions on the due date. | An annual timetable is prepared showing key dates when stages of payroll have to be done by to ensure payment is made on pay date | BACS Failure Problems encountered at key stages delaying follow on stages | <ul style="list-style-type: none"> • Pensioners not getting paid on time • Cause financial hardship • Damage to WYPF reputation • Increase in number of complaints. Callers/Visitors |
| 16 | D III | Economic | Lack of Admissions and Guarantors | In the past WYPF has had a fairly relaxed policy on admissions which has resulted in bodies being admitted without guarantees if the body was believed to be financially sound | Admitted body with no guarantor or bond – admission agreement comes to its end or is prematurely terminated then the costs of unfunded liabilities met by the Fund itself (i.e. all employers) | <ul style="list-style-type: none"> • Increase in employer contribution rate across the Fund • Increase in liabilities across the Fund Possible bad publicity |
| 17 | E II | Financial | Failure to obtain ISAE 3402 reports from Hedge Fund and Currency Fund Managers | Wouldn't know what risks are being taken and what controls they have in place | Failure to obtain reports | <ul style="list-style-type: none"> • Funds might go bust resulting in losses for the Fund |
| 18 | D II | Partnership/Contractual | Provision of shared services to Fire Authorities and other LGPS Funds | Staff cannot keep up with additional workloads | WYPF not being able to meet contractual obligations | <ul style="list-style-type: none"> • Will not be able to provide a pensions administration service • Will not be able to pay pensions or process work • Staff leave • Damage to WYPF Reputation • Bad publicity • Loss of income • |
| 47 | E II | Customer | Failure to communicate adequately with scheme members | <ul style="list-style-type: none"> • Website regularly updated. • Newsletters are published at least annually, • Annual Benefit Statements and Deferred benefit Statements issued annually | Complaints or cases going to IDRP | <ul style="list-style-type: none"> • Fines from TPR • Bad publicity • Members not able to make timely decisions • Reduction in value of pension benefits |
| 48 | D II | Legislation | Failure to include all required information issued to members under disclosure regulations | Officers keep up to date with disclosure regulations and distribute knowledge to teams accordingly via working instructions, changes to workflow processes, Team Brief or emails. | | <ul style="list-style-type: none"> • Fines from TPR • Bad publicity • Members not able to make timely decisions |

Appendix J: Risk Management Report

INVESTMENT RISKS

| No | Rating | Cluster | Short name | Vulnerability | Trigger | Consequence |
|----|--------|------------|--|--|---|--|
| 19 | D II | Governance | The IAP's role within the council is not clearly defined. Detrimental decisions made in relation to investments. | Council constitution sets out the delegations, and the approved Statement of General Approach to the Management of Pension Fund Investments sets out the IAP role and is provided to Members, who agree to abide by them. | Review of roles or constitution | <ul style="list-style-type: none"> • Detrimental decisions made in relation to investments. |
| 20 | D II | Governance | The IAP's terms of reference are not reviewed regularly, do not meet best practice and/or are not fit for purpose. | | Annual Review of delegations | <ul style="list-style-type: none"> • Detrimental decisions made in relation to investments. |
| 21 | D II | Governance | Those charged with governance of the Fund and Scheme are unable to fulfil their responsibilities effectively. | <p>A training policy is in place which requires Members to receive continuing training and all new Members to attend the SAB training course.</p> <p>The IAP membership includes Trade Union representatives, active and retired representatives, Independent Advisors and the Director to maintain continuity of knowledge and experience over time. The Fund subscribes to relevant professional bodies e.g. LAPFF, NAPF and representatives attend major conferences.</p> <p>The IAP is very experienced and knowledgeable and monitors the performance of the Fund</p> | | <ul style="list-style-type: none"> • Members fail to act in the best interests of the fund. |
| 22 | D II | Governance | The IAP's membership is not chosen with reference to members' investment skills/knowledge. Members unable to fully participate in the IAP decisions | <p>A training policy is in place which requires Members to receive continuing training and all new Members to attend the SAB training course.</p> <p>The IAP membership includes Trade Union representatives, active and retired representatives, Independent Advisors and the Director to maintain continuity of knowledge and experience over time. The Fund subscribes to relevant professional bodies e.g. LAPFF, NAPF and representatives attend major conferences.</p> <p>The IAP is very experienced and knowledgeable and monitors the performance of the Fund</p> | | <ul style="list-style-type: none"> • Members fail to act in the best interests of the fund. |
| 23 | D II | Governance | Members take decisions without due regard to advice, along party political lines or with a personal agenda. Sub-optimal or inappropriate decisions impact investment returns and in due course funding levels, increasing contributions. | Director to raise any concerns with Independent Advisors and report to Governance and Audit Committee as required. | All decisions of the IAP are subject to the Governance and Audit Committee's approval, where decisions not made in the best interests of the Fund may be overruled. | <ul style="list-style-type: none"> • Sub-optimal or inappropriate decisions impact investment returns and in due course funding levels, increasing contributions. |

Appendix J: Risk Management Report

| | | | | | | |
|----|------|-------------------------|--|---|---|---|
| 24 | D II | Governance | Independent Advisors not suitably qualified or diverse. Advice of poor quality or not tailored to WYPF. | Detrimental decisions made in relation to investments. | Advisors appointed after a competitive process for a maximum period of 9 years with triennial reviews and a 12 month probationary period. | <ul style="list-style-type: none"> • Advice of poor quality or not tailored to WYPF. • Detrimental decisions made in relation to investments. |
| 25 | D II | Legislative /Regulatory | Failure to adhere to relevant statutory regulations and guidance. | An established process exists to inform the IAP and the Investment team of regulatory requirements and any changes to these. Sufficient resources are in place to implement any changes. Membership of relevant professional groups ensures any potential changes in statutory requirements are known before the implementation dates | Changes in regulations | <ul style="list-style-type: none"> • Fund not invested in accordance with requirements. • Reputational damage to fund within sector and investment markets. |
| 26 | D II | Investment Strategy | Strategic benchmark not set to meet the return required by the actuarial valuation. | Benchmark is reviewed by IAP after each valuation, taking appropriate advice, including expected volatility for each asset class, to ensure the target return is achieved with an acceptable level of portfolio volatility. | Benchmark reviewed after each actuarial valuation. | <ul style="list-style-type: none"> • Funding shortfall has to be made good by employer contribution increases. |
| 27 | D II | Investment Strategy | Lack of asset class diversification in the strategic benchmark. | Benchmark is reviewed by IAP after each valuation, taking appropriate advice, including expected volatility for each asset class, to ensure the target return is achieved with an acceptable level of portfolio volatility. | Benchmark reviewed after each actuarial valuation. | <ul style="list-style-type: none"> • Increased risk of a funding shortfall due to excessive portfolio volatility. |
| 28 | C II | Investment Strategy | Investment returns achieved fall below that required by the actuarial valuation. Funding shortfall has to be made good by employer contribution increases. | Actuarial return is based on a multi-decade expectation of return, and the benchmark is reviewed every three years and adjusted appropriately to achieve the required return. | Valuation | <ul style="list-style-type: none"> • Funding shortfall has to be made good by employer contribution increases. • |
| 29 | D II | Investment Strategy | Cash resources insufficient to meet short term liabilities. Fund has to sell investment at an inopportune time, risking a loss of value. | Strategic benchmark has a cash allocation sufficient for day to day running of the fund, and the cash returns of the portfolio are managed to ensure all commitments can be met on due date. | Negative cashflow | <ul style="list-style-type: none"> • Fund has to sell investment at an inopportune time, risking a loss of value. |
| 30 | D II | Responsible Investment | Policies not linked to sustainability goals and actions focussed on a small number of issues e.g. fossil fuels. | The fund fails to recognise and manage other risks and is exposed to undue loss of value or volatility. | ESG policies are based on a set of overarching environmental, social and governance principles which guide our processes and goals. | <ul style="list-style-type: none"> • Expected returns not achieved • Asset values decrease |
| 31 | D II | Responsible Investment | Measurement and reporting of Engagement is not performed, unfocussed or insufficient. | WYPF will engage with its investments, and will work with other like-minded shareholders to increase the impact where necessary. It will exercise its voting rights and publicly report its voting record quarterly | Measurement and reporting of Engagement is not performed, unfocussed or insufficient. | <ul style="list-style-type: none"> • Actions not agreed where engagement has failed. |

Appendix J: Risk Management Report

| | | | | | | |
|----|------|------------------------|---|---|---|--|
| 32 | D II | Responsible Investment | Climate Risks identified - Green House Gas Emissions - Transition risk - physical risks use of scarce resources e.g. minerals, water. | Managers will consider the range of ESG risks as they relate to each investment before investing and while continuing to hold that investment. | Loss of value of assets or volatility in the value | <ul style="list-style-type: none"> The fund fails to recognise and manage physical and transition risks due to focus on emissions and is exposed to undue loss of value or volatility. |
| 33 | C II | Responsible Investment | Lack of consistent data (e.g. on Green House Gas emissions) for all asset classes hinders understanding of climate risks. | An ESG manager has been appointed to research the available data sets to ensure WYPF can access appropriate data to assess ESG risks. | To safeguard Fund assets and achieve target returns. | <ul style="list-style-type: none"> Managers unable to assess carbon intensity of current portfolio, set metrics and targets and measure progress towards goals in accordance with IAP policy. |
| 34 | D II | Responsible Investment | Lack of focus or information means the investment opportunities of Climate change are overlooked or not taken | Managers will continue to seek opportunities to invest in companies which will benefit from the transition to a low carbon economy, and report these to the IAP regularly. | To safeguard Fund assets and achieve target returns. | <ul style="list-style-type: none"> The fund fails to recognise opportunities to add value presented by the transition to a low carbon economy. |
| 35 | E II | Governance | Custody arrangements may not be sufficient to safeguard Pension Fund's assets. | Complete and authorised agreements are in place with external custodian as part of NLGSPS. External custodian is in compliance with ICAEW's Audit and Assurance Faculty's guidance on internal controls of service organisations, and report presented to IAP annually. Regular reconciliations carried out to check external custodian records to nominal ledger. | Regular reconciliations carried out to check external custodian records to nominal ledger. | <ul style="list-style-type: none"> Fund assets not safeguarded |
| 36 | E II | Governance | Stock lending counterparty failure. Fund assets at risk. | Credit rating of counterparties verified before adding to approved list. Guarantee from external custodian for all stock on loan. | Verify credit ratings of approved counterparties. Ensure custodian agreement fully documented. | <ul style="list-style-type: none"> Losses on stock lending |
| 37 | E II | Governance | Internal Investment Management may not have appropriate control frameworks in place to protect Pension Fund assets. | A robust framework of controls, including separation of investment managers from settlement arrangements, is in place, which is regularly tested by internal audit. Daily reconciliation of transactions against external custodian records. | Settlement and reconciliation processes maintained and verified. | <ul style="list-style-type: none"> Fund assets at risk, fraud. |
| 38 | F II | Governance | Pension Fund investments may not be accurately valued. Strategic asset allocation not delivered as a result, poor investment decisions on future investment, fund assets at risk. | Investments are valued using current prices obtained from independent pricing sources wherever possible. Unlisted valuations provided by managers monitored to ensure any sales are above manager valuation. Quarterly valuations reconciled to custodian valuation. Internal and external audit verification work completed for year-end valuation. Portfolio valuations are completed and reported to the IAP | Internal valuation reconciled to custodian data. Unlisted valuations from external managers reviewed for reasonableness and consistency over time or on sale. | <ul style="list-style-type: none"> poor investment decisions on future investment, fund assets at risk |

Appendix J: Risk Management Report

JOINT ADMINISTRATION AND INVESTMENT RISKS.

| | | | | | | |
|----|-------|-------------------------|--|---|---|---|
| 39 | C II | Technological | Disaster recovery | <p>Pension and Investments systems are supported by a disaster recovery plan but some systems aren't including the e-mail system and the main council systems and communication links</p> <p>ICT – risk of loss of service because of physical disaster, system failure or deliberate attack. An offsite backup regime is in place for Pensions. Onsite backups are kept in a fire proof safe.</p> <p>System failure – protected by service and maintenance contracts</p> <p>WYPF is dependent on CBMDC for virus protection and firewalls etc.</p> | <p>Minor incident occurs</p> <p>Major incident occurs</p> | <ul style="list-style-type: none"> • Can't back up the data • Loss of service • Permanent data loss • Loss of income • Inability to pay pensioners |
| 40 | E II | Technological | Internal Fraud | <p>Risk of fraud by illicit alterations to our data security is in place using passwords, change logs etc. but there remains a residual risk. WYPF is dependant on CBMDC's firewall to prevent attacks on its servers from outside the council.</p> | fraud | <ul style="list-style-type: none"> • Loss of data • Corrupt data • Incorrect payments • Breach of DP Act |
| 41 | C I | People | Recruitment and retention of experienced staff | <p>Problems with recruitment and retention – the need to train people up, the need for continual process re-engineering. Managers of similar age</p> <p>Difficulties in attracting staff to Bradford</p> | Recruitment and retention of staff does not improve | <ul style="list-style-type: none"> • Pressures on existing staff • Activities are ineffectively carried out • Difficulties in succession planning • Pressure to offer more lucrative packages • Reliance on agency/temporary staff • Escalating staff costs • Gaps appear in structures • Adverse impact on service delivery • Loss of experienced staff • Stagnation • Carrying vacancies |
| 42 | E II | Technological | Loss of sensitive personal data | <p>Data on laptops/USB devices and data sent by email is encrypted</p> | Loss of data | <ul style="list-style-type: none"> • Data falls in the wrong hands and used for criminal purposes • Bad publicity • Loss of trust and confidence in WYPF |
| 43 | D II | People | Key staff on long term absence | <p>The absence of key staff who specialise in a particular role and there is no immediate deputy to cover in their absence</p> | Absence Management | <ul style="list-style-type: none"> • Impact on service provision (Staff, Employers, Scheme Members etc) • Crucial tasks are not performed |
| 44 | D III | People | Access to sensitive/personal data by staff | <p>All new staff undergo a DBS check, Access to certain records is restricted</p> | Where DBS checks reveal a relevant conviction | <ul style="list-style-type: none"> • Information could be passed on • Records updated inappropriately • Contravene DP Act |
| 45 | D II | Technological | Cyber Crime | <p>A cyber attack will put data at risk and data may fall in the wrong hands.</p> | A successful cyber attack | <ul style="list-style-type: none"> • Vulnerable to extortion • Damage to WYPF reputation • Impact on service delivery • Bad publicity • Fines by tPR |
| 46 | D II | Legislative /Regulatory | Compliance with GDPR requirements | <p>Documents and processes are not updated with requirements.</p> | A breach of GDPR | <ul style="list-style-type: none"> • Massive fines by the ICO • Damage to WYPF reputation • Bad publicity • Loss of contracts |

Appendix K: WYPF Pension Board – Knowledge and Understanding Framework

1. Legislative requirements

- 1.1 In accordance with the Pensions Act 2004, every individual who is a member of a pension board must be conversant with:
 - 1.1.1 the rules of the Local Government Pension Scheme (LGPS), in other words the regulations and other regulations governing the LGPS (including the Transitional Regulations, earlier regulations and the Investment Regulations), and
 - 1.1.2 any document recording policy about the administration of the fund which is for the time being adopted in relation to the fund.
- 1.2 Board members should also have knowledge and understanding of:
 - 1.2.1 the law relating to pensions, and
 - 1.2.2 such other matters as may be prescribed.
- 1.3 Board members' legal responsibilities begin from the day they take up their role and therefore they should immediately start to familiarise themselves with the documents as referred to in Appendix A and the law relating to pensions.
- 1.4 Board members must ensure they have the appropriate degree of knowledge and understanding to enable them to properly exercise their functions as a member of the board.
- 1.5 Board members are required to be able to demonstrate their knowledge and understanding and to refresh and keep their knowledge up to date. Board members should maintain a written record of relevant training and development.
- 1.6 The Scheme Manager is required to maintain and develop the framework.

2. Degree of knowledge and understanding

- 2.1 Being conversant with the rules of the LGPS and any documents recording policy about the administration of the fund means having a working knowledge so they can be used effectively when carrying out their role of assisting the administering authority.
- 2.2 Board members should understand the rules and documents in enough detail to know where they are relevant to an issue and where a particular provision or policy may apply. Details of West Yorkshire Pension Fund's (WYPF) policies etc. can be found at Appendix A.
- 2.3 The rules of the LGPS include the LGPS Regulations, Investment Regulations, Transitional Regulations (including earlier regulations as defined in the transitional regulations) to the extent they remain applicable, and any statutory guidance referred to in the regulations.
- 2.4 To ensure knowledge and understanding of the pension board is maintained, 50% of the board will be appointed on a two-year rolling basis. Any member replaced before the expiry of their normal term will serve for the remainder of that term only, when they will be eligible to service for further full terms in accordance with the terms of reference.

3. Induction training

- 3.1 As part of the induction training, board members are required to undertake the Pensions Regulator’s online toolkit training. This training will enable board members to learn about meet the minimum level of knowledge and understanding introduced in the Pensions Act 2004.
- 3.2 The toolkit included nine Essential Learning for Trustee compulsory modules and seven Public Sector Toolkit compulsory learning modules.
- 3.3 The nine Essential Learning for Trustees compulsory modules test pension board members’ knowledge in the following areas.
 - 3.3.1 Introducing pension schemes
 - 3.3.2 The trustee’s role
 - 3.3.3 Running a scheme
 - 3.3.4 An introduction to investment
 - 3.3.5 How a defined benefit scheme works
 - 3.3.6 Funding your defined benefit scheme
 - 3.3.7 Defined benefit recovery plans. Contributions and funding principles
 - 3.3.8 Investment in a defined benefitscheme
- 3.4 The seven Public Sector Toolkit compulsory modules test pension board member knowledge in the following key areas.
 - 3.4.1 Conflicts of Interest
 - 3.4.2 Managing risk and internal controls
 - 3.4.3 Maintaining accurate member data
 - 3.4.4 Maintaining member contributions
 - 3.4.5 Providing information to members and others
 - 3.4.6 Resolving internal disputes
 - 3.4.7 Reporting breaches of the law
- 3.5 The Pensions Regulator website is www.thepensionsregulator.gov.uk/public-service-schemes.aspx
- 3.6 A document which will help identify training needs and be used to record and reflect on the training once completed can be found at www.thepensionsregulator.gov.uk/docs/PS-assessing-your-learning-needs.doc

4. Training

- 4.1 Board members are expected to attend regular training events.
- 4.2 In addition to the Pensions Regulator Toolkit, pension board members will be invited to undertake training and development as detailed in the CIPFA Knowledge and Skills framework.
- 4.3 Training will be delivered through a variety of methods including:
 - 4.3.1 in-house training days provided by officers and/or external providers
 - 4.3.2 training as part of meetings provided by officers and/or external advisers
 - 4.3.3 external training events
 - 4.3.4 circulation of reading material

Appendix K: WYPF Pension Board – Knowledge and Understanding Framework

4.3.5 attendance at seminars and conferences offered by industry-wide bodies, and

4.3.6 links to online training.

5. CIPFA Knowledge and Skills Framework

5.1 In an attempt to determine the right skill set involved in decision making CIPFA has developed a technical knowledge and skills framework

5.2 In total there are six areas of knowledge and skills identified as the core technical requirements for those working in public sector pensions:

5.2.1 pensions legislative and governance context

5.2.2 pensions accounting and auditing standards

5.2.3 financial services procurement and relationship management

5.2.4 investment performance and risk management

5.2.5 financial markets and products knowledge, and

5.2.6 actuarial methods, standards and practices.

5.3 Training Needs Analysis can be used to help assist board members and scheme managers to identify areas of the CIPFA Knowledge and Understanding Framework where training is required.

Appendix A

Documented policies you must have a working knowledge of.

| Member and employer information | Location |
|--|---|
| Member booklets, announcements and other key member and employer communications, which describe the fund's policies and procedures, including AVC guides). | www.wypf.org.uk |
| Relevant policies | |
| Conflicts of Interest Policy | https://www.wypf.org.uk/pension-boards/wypf-index/conflict-of-interest/ |
| Internal Dispute Resolution Procedure | https://www.wypf.org.uk/media/2956/idrp-booklet-nov-2020-1.pdf |
| Reporting of Breaches Procedure | https://www.wypf.org.uk/pension-boards/wypf-index/reporting-breaches/ |
| WYPF policy statements | |
| Statement of Investment Principles | |
| Funding Strategy Statement | |
| Pensions Administration Strategy | |
| Communication Policy | https://www.wypf.org.uk/publications/policy-home/wypf-index/ |
| Governance Compliance Statement | |
| WYPF Discretionary Policy Statement | Supplied on request |
| Others | |
| actuarial valuation Report and Rates and Adjustment Certificate | https://www.wypf.org.uk/publications/valuations/wypf-valuation/ |
| WYPF Risk Register | Supplied on request |
| Annual Report and Accounts | https://www.wypf.org.uk/publications/report-accounts/wypf-report-and-accounts/ |

Appendix K: WYPF Pension Board – Knowledge and Understanding Framework

Investment management and activity

<https://www.wypf.org.uk/investments/wypf-investments/>

Appendix B

Pension Knowledge and Understanding training analysis

| | Training required Yes/No | Date training received |
|--|--------------------------|------------------------|
| Background and understanding of the legislative framework of the LGPS | | |
| Differences between public service pension schemes like the LGPS and private sector trust-based schemes | | |
| Role of the IPSPC and its recommendations | | |
| Key provisions of the 2013 Act | | |
| The structure of the LGPS and the main bodies involved including the responsible authority, the administering authority, the Scheme Advisory Board, the local pension board and the LGPS employers | | |
| An overview of local authority law and how administering authorities are constituted and operate | | |
| LGPS rules overview (including the regulations, the transitional regulations and the investment regulations) | | |
| General pensions legislation applicable to the LGPS | | |
| Differences between public service pension schemes like the LGPS and private sector trust-based schemes | | |
| Role of the IPSPC and its recommendations | | |
| Key provisions of the 2013 Act | | |
| The structure of the LGPS and the main bodies involved including the responsible authority, the administering authority, the Scheme Advisory Board, the local pension board and the LGPS employers | | |
| An overview of local authority law and how administering authorities are constituted and operate | | |
| LGPS rules overview (including the regulations, the transitional regulations and the investment regulations) | | |
| Role and responsibilities of the local pension board | | |
| Role of the local pension board | | |
| Conduct and conflicts | | |
| Reporting of breaches | | |
| Knowledge and understanding | | |
| Data protection | | |
| Role and responsibilities of the administering authority | | |
| Membership and eligibility | | |
| Benefits and the payment of benefits | | |
| Decisions and discretions | | |
| Disclosure of information | | |
| Record keeping | | |
| Internal controls | | |
| Internal dispute resolution | | |
| Reporting of breaches | | |
| Statements, reports and accounts | | |
| Funding and Investment | | |
| Requirement for triennial and other valuations | | |
| Rates and adjustments certificate | | |
| Funding strategy statement | | |
| Bulk transfers | | |
| Permitted investments | | |
| Restrictions on investments | | |
| Statement of investment principles | | |
| CIPFA guidance | | |

Appendix K: WYPF Pension Board – Knowledge and Understanding Framework

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|---|
| Appointment of investment managers |
| Role of the custodian |
| Role and responsibilities of scheme employers |
| Explanation of different types of employers |
| Additional requirements for admission bodies |
| Automatic enrolment |
| Deduction and payment of contributions |
| Special contributions |
| Employer decisions and discretions |
| Redundancies and restructuring (including the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006) |
| TUPE and outsourcing (including Fair Deal and the Best Value Authorities Staff Transfers (Pensions) Direction 2007) |
| Tax and contracting out |
| Finance Act 2004 |
| Role of HMRC |
| Registration |
| Role of 'scheme administrator' |
| Tax relief on contributions |
| Taxation |
| Role of advisers and key persons |
| Officers of the administering authority |
| Fund actuary |
| Auditor |
| Lawyers |
| Investment managers |
| Custodians |
| Administrators – in house versus third party |
| Procurement of services |
| Contracts with third parties |
| Key bodies connected to the LGPS |
| An understanding of the roles and powers of: |
| Courts |
| Financial Services Authority |
| HMRC |
| Information Commissioner |
| Pensions Advisory Service |
| Pensions Ombudsman |
| The Pensions Regulator |

Appendix L: WYPF Pension Board – Terms of Reference

1. Introduction

- 1.1 City of Bradford Metropolitan District Council (referred to as ‘the council’), as scheme manager, as defined under section 4 of the Public Service Pensions Act 2013, has delegated legal and strategic responsibility for West Yorkshire Pension Fund (WYPF) to the Governance and Audit Committee. The council has established two bodies to assist and support the Governance and Audit Committee in overseeing the fund, namely the WYPF Investment Advisory Panel and the WYPF Joint Advisory Group.
- 1.2 In accordance with section 5 of the Public Service Pensions Act 2013 (the Act) and under 106 of the Local Government Pension Scheme Regulations 2013 (as amended) (the Regulations), the council is required to establish a pension board. The WYPF Pension Board is separate from the WYPF Investment Advisory Panel and the WYPF Joint Advisory Group.
- 1.3 This document sets out the terms of reference for the WYPF Pension Board.

2. Objectives

- 2.1 The role of the pension board, as defined by sections 5(1) and (2) of the Public Service Pensions Act 2013 is to assist the council as scheme manager in ensuring the effective and efficient governance and administration of the LGPS including:
 - 2.1.1 securing compliance with the Local Government Pension Scheme regulations and any other legislation relating to the governance and administration of the LGPS
 - 2.1.2 SECURING compliance with the requirements imposed in relation to the LGPS by the Pensions Regulator, and
 - 2.1.3 any other such matters as the LGPS regulations may specify.

3. Establishment

The Board is established on 1 April 2015 subsequent to approval by the Governance and Audit Committee on 20 March 2015.

4. Membership and appointment for pension board members

- 4.1 Membership of the pension board shall be eight in number. The pension board will consist of equal numbers of member and employer representatives.
- 4.2 Pension board representatives must not participate in or act as members of the Joint Advisory Group or Investment Advisory Panel.

5. Employer representatives

- 5.1 Employers who participate in the fund will nominate four representatives to sit on the pension board as employer representatives from the following sources.
 - 5.1.1 Three representatives will be from West Yorkshire councils, one of these three will be appointed in accordance with 7.1 below.
 - 5.1.2 One representative will be from the other employing bodies. This representative shall be selected by City of Bradford MDC following a process where all employers will be asked to submit their interest in undertaking this role.

6. Member representatives

- 6.1 Member representatives shall either be scheme members or have capacity to represent scheme members of WYPF

Appendix L: WYPF Pension Board – Terms of Reference

- 6.2 Relevant trade unions, who have agreed to represent all categories of the membership, will nominate four representatives to sit on the pension board as member representatives.

7. The chair

- 7.1 The Council as scheme manager will appoint one councillor from the City of Bradford Metropolitan District Council, independent of Joint Advisory Group, Investment Advisory Panel or Governance and Audit Committee, to sit as the chair on the pension board
- 7.2 The chair of the board shall:
- 7.2.1 ensure that the board delivers its purpose as set out in these terms of reference
- 7.2.2 ensure that meetings are productive and effective and that opportunity is provided for the views of all members to be expressed and considered, and
- 7.2.3 seek to reach consensus and ensure that decisions are properly put to a vote when it cannot be reached. Instances of a failure to reach a consensus position will be recorded and published.

8. Attendance at meetings

- 8.1 Each pension board member should endeavour to attend all pension board meetings during the year. In the event of consistent non-attendance by any pension board member then the tenure of the membership should be reviewed at the next pension board meeting.

9. Term of office/appointment

- 9.1 Subject to paragraph 5.2, pension board representatives will normally serve for a period of four years and may be reappointed to serve further terms so long as they remain relevant members (pursuant to paragraph 4 above).
- 9.2 Upon initial establishment of the board in 2015 50% of members (comprising of two member representatives and two employer representatives) shall be appointed for a term of only two years in order to establish appointment on a rolling basis.
- 9.3 Employer bodies and organisations retain the right to withdraw representatives and identify replacements on occasion.
- 9.4 Pension board members may be reappointed without limitation on terms subject to the pension board being satisfied as to the transparency and proper application of the appointment process in use.

10. Termination

- 10.1 Other than by ceasing to be eligible a pension board member may normally only be removed from office during a term of appointment by the agreement of the board.
- 10.2 Board membership may be terminated prior to the end of the term of office due to:
- 10.2.1 a member representative no longer being a representative of the body on which their appointment relied
- 10.2.2 an employer representative no longer holding the office or employment or being a member of the body on which their appointment relied.
- 10.2.3 a board member no longer being able to demonstrate their capacity to attend and prepare for meetings or participate in required training.
- 10.2.4 the representative being withdrawn by the nominating body and a replacement identified.
- 10.2.5 a board member has a conflict of interest which cannot be managed in accordance with the board's conflict policy.
- 10.2.6 a board member who is an elected member becomes a member of Joint Advisory Group and Investment Advisory Panel.
- 10.2.7 a board member who is an officer of City of Bradford MDC becomes responsible for the discharge of any function of the administering authority under the LGPS regulations.

Appendix L: WYPF Pension Board – Terms of Reference

11. Number of meetings

- 11.1 The pension board will normally meet twice a year. The chair may call meetings more frequently if deemed necessary or if requested on matters considered urgent.
- 11.2 In exceptional circumstances, meetings can be conducted via communications between members of the board including telephone conferencing and emails.

12. Creation of working groups/sub boards

- 12.1 The pension board may establish sub-committees and working groups as and when required. The pension board will be responsible for developing and agreeing the terms of reference and membership of any sub-committees. The pension board will also be responsible for outlining the purpose of any working group, its membership and detailing when and how that working group should reportback.

13. Code of conduct and conflicts of interest policy

- 13.1 The principles included in the council’s code of conduct for members applies to all members of the pension board. The code of conduct is set out in part 4 of the council’s constitution: <https://www.bradford.gov.uk/your-council/about-bradford-council/councils-constitution/>
- 13.2 No person may be appointed to the pension board that has a significant conflict of interest. A conflict of interest is defined as a financial or other interest which is likely to prejudice a person’s exercise of functions as a member of the pension board. It does not include a financial or other interest arising merely by virtue of that person being a member of the scheme or any connected scheme for which the board is established.
- 13.3 All voting members of the pensions board must complete a declaration of acceptance of office form, and a disclosure of financial and other interest form.
- 13.4 At each meeting any interests which may lead to conflicts in specific agenda items must be declared.

14. Voting rights

- 14.1 All representatives on the pension board have equal voting rights. Decisions made by the pensions board shall be on a majority basis. In the event of there not being a majority the chair shall have the casting vote.

15. Other attendees

- 15.1 The pensions board will extend an invitation to attend to other members of staff and advisers as it may from time to time consider appropriate.

16. Secretariat services to the board

- 16.1 Pension board meetings will be administered by City of Bradford MDC Committee secretariat in accordance with the rules and procedures of City of Bradford MDC ‘Constitution of the council and Executive Arrangements’. All reasonable costs will be met by the fund.

17. Agenda

- 17.1 Prior to each meeting the Director – West Yorkshire Pension Fund will arrange to supply all members of the board with an agenda and relevant information. The agenda and any relevant documents will be issued at least five working days in advance of the meeting, except in exceptional circumstances with the agreement of the chair.

18. Quorum

- 18.1 The quorum of the pension board shall be three (chair plus one employer representative and one member representative).

19. Publication

- 19.1 In accordance with the act, the council shall publish information about the board to include:

Appendix L: WYPF Pension Board – Terms of Reference

- 19.1.1 the names of Board members and their contact details
- 19.1.2 the representation of employers and member on the board
- 19.1.3 the role of the board
- 19.1.4 these terms of reference

20. Allowances/expenses

- 20.1 No member or representative of the pension board shall be remunerated for undertaking this role. However, expenses incurred in attending meetings of the board and attending training events, shall be reimbursed to all members and the cost will be met by the fund.

21. Knowledge and understanding and capacity of representative members

- 21.1 Every individual who is a member of the pension board must be conversant with:
 - 21.1.1 the rules of the LGPS, in other words the regulations and other regulations governing the LGPS (such as the Transitional Regulations and the Investment Regulations)
 - 21.1.2 the requirements of The Pensions Regulator
 - 21.1.3 any document recording policy about the administration of the fund which is for the time being adopted in relation to the fund, and have knowledge and understanding of:
 - the law relating to pensions, and
 - such other matters as may be prescribed.
- 21.2 A Knowledge and Understanding Policy and Framework will be maintained by WYPF.
- 21.3 Pension Board members shall attend and participate in training arranged in order to meet and maintain the requirements set out in the Knowledge and Understanding Policy and Framework.
- 21.4 Employer and member representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meeting and participate in training as required.

22. Accountability

- 22.1 The board should in the first instance report its requests, recommendations or concerns to the committee. In support of this any member of the board may attend a committee meeting as an observer.
- 22.2 The board should report any concerns over a decision made by the committee subject to the agreement of at least 50% of voting board members provided that all voting members are present. If all voting members are not present then the agreement should be of all voting members who are present, where the meeting remains quorate.
- 22.3 On receipt of a report the committee shall within a reasonable period, consider and respond to the board.
- 22.4 Where the board is not satisfied with the response received it may request that a notice of its concern be placed on the website and in the fund's annual report.
- 22.5 Where the board is satisfied that there has been a breach of regulation which has been reported to the committee and has not been rectified within a reasonable period of time it is under an obligation to escalate the breach.
- 22.6 The appropriate internal route for escalation is to the administering authority monitoring officer.

23. Budget

- 23.1 The pension board is to be provided with adequate resources to fulfil its role. The council will allocate an annual budget to cover the expenses of the board.

Appendix L: WYPF Pension Board – Terms of Reference

24. Core functions

- 24.1 The first core function of the board is to assist the council in securing compliance with the regulations, any other legislation relating to the governance and administration of the scheme, and requirements imposed by The Pensions Regulator in relation to the scheme.
- 24.2 The second core function of the board is to assist the council to ensure the effective and efficient governance and administration of the scheme.
- 24.3 In support of its core functions the board may make a request for information to the Committee with regard to any aspect of the council's function. Any such request should be reasonably complied with in both scope and timing.
- 24.4 In support of its core functions the board may make recommendations to the Committee which should be considered and a response made to the board on the outcome within a reasonable period of time.

25. Data protection

- 25.1 The pension board is considered a committee of and part of the council's legal entity. The council is and remains the data controller responsible for DPA compliance, including for processing carried out by the pension board, where processing is carried out as a data controller, or where personal data use by the Pension Board is not carried out for and on behalf of any other separate legal entity.
- 25.2 The pension board will therefore adhere to the data protection policies of the council.

26. Review of terms of reference

- 26.1 These terms of reference shall be reviewed on each material change to those parts of the regulations covering local pension boards and at least every two years.
- 26.2 These terms of reference were adopted on 20 March 2015 on behalf of the council (Governance and Audit Committee).

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Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022.

N

Subject:

West Yorkshire Pension Fund (WYPF) latest annual internal audit plan 2022/23 and five-year plan 2022/23 to 2026/27.

Summary statement:

This report presents the latest five-year internal audit plan for WYPF. The plan is reviewed annually between WYPF and CBMDC internal audit by carrying out a detailed assessment of WYPF business activities, pensions and investment regulatory compliance environments, service developments and risk management.

The latest plan has been reworked to take account of the impact of Covid-19, the Russian war on Ukraine, cost of living and extreme weather conditions on services and operations. There is also increased wider demand on internal audit resources and resources may be moved at short notice to support high risk areas across the Council. In order to manage audit work plan, address emerging risks and maintain sector intelligence there is a regular monthly meeting between CBMDC Internal Audit Assistant Manager and WYPF Head of Finance; and a quarterly meeting with the Director WYPF.

EQUALITY & DIVERSITY:

No new policy or service is being proposed by this report.

Rodney Barton
Director WYPF

Portfolio:

Report Contact: Ola Ajala
Financial Controller WYPF
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Overview & Scrutiny Area:

1 SUMMARY

1.1 This report presents the latest annual internal audit plan 2022/23 and five-year plan. We reviewed a number of key service areas in terms of business and operational risks, with specific focus on new statutory and compliance areas, against the background of current and emerging risks – Covid-19, the Russian war on Ukraine, cost of service, extreme weather, general service continuity and disaster recovery.

1.2 To ensure adequate assurance for expanding and changing operational activities we have added six new audit reviews and removed one audit review:

Added -

- Pension admin – Exit payments to employers
- Fire services – Normal and early retirements
- Fire services – Ill health and death benefits
- Fire services – Deferred benefits
- Investment – Private equity infrastructure
- Investment – Listed Alternatives

Removed - Investment – Fund of hedge funds

1.3 We review internal audit resources annually, and the latest review concluded that we have adequate resources to deliver our audit plans. In 2018/19 we increased internal audit resources and as a result we are conducting more in depth internal audit reviews, engaging more with Northern LGPS partners on common issues. and we also hold more frequent business review meetings with internal auditors to improve business knowledge and intelligence, resulting in improved internal audit service quality and best practice for WYPF.

1.4 All internal audit recommendations in 2021/22 were delivered within agreed timescales. In addition, we also meet with Internal Audit to agree a detailed resource plan for each audit during the financial year allowing CBMDC internal audit and WYPF service managers to deliver internal audit reviews planned for the year. To conclude each year's internal audit work we review internal audit recommendations, this provides key governance information on risk management and controls.

1.5 One review planned for 2021/22 “Shared service admission”, was delivered one week late on 07/04/2023, the delay was caused by managers failing to respond in time to recommendations. All audit work was carried out during 2021/22. Review of the 2022/23 plan indicates that we are on target to deliver all planned audit reviews for the year.

1.6 Key information provided in this report are:

- a) Annual internal audit plan 2022/23 and Five-year plan 2022/23 to 2026/27
- b) List of internal audits completed during 2021/22

2 WYPF Annual Internal audit plan 2022/23 and five-year plan 2022/23 to 2026/27

2.1 This year we planned to carry out 12 separate audits, we delivered 14 in 2021/22. Occasionally the number of audit reviews are increased to address emerging risks, in 2021/22 a total of 14 reviews were carried out, compared to 10 planned audits. High risk service areas such as UK and Overseas Equities are repeated each year, medium risk services are covered within two to three years and low risk areas are covered within four to five years.

2.2 There is adequate resource to deliver one-off service reviews by Internal Audit. We hold monthly risk management review meetings and at the meeting we review service activities and consider the need to refocus audit activities to cover emerging service risks. This approach has improved internal audit engagements, ensuring service improvements and improved risk management.

2.3 Our service target is to improve on internal audit opinions and recommendations, by working with CBMDC internal audit, to review, strengthen controls and anticipate key operational and regulatory changes. In order to maintain quality of audit reviews finance officers are working with managers to look at previous recommendations to ensure current improved controls remain effective, and where controls are identified as insufficient, managers and finance officers work with CBMDC internal audit to redesign and implement improved controls.

2.4 In light of expanding services and continued impact of Covid-19 and cost pressures on our services we have added:

Pension admin – Exit payments to employers
 Fire services – Normal and early retirements
 Fire services – Ill health and death benefits
 Fire services – Deferred benefits
 Investment – Private equity infrastructure
 Investment – Listed Alternatives

2.5 Due to a significantly reduced holding of financial asset for “Fund of hedge funds”, we have removed this review, however it will be covered within general private equity reviews.

2.6 Detailed internal audit plan.

| West Yorkshire Pension Fund Five Year Audit Plan 2022 - 2027 | Last Audit | Recommendations | Days | 22/23 | 23/24 | 24/25 | 25/26 | 26/27 | |
|--|------------|-----------------|------|----------|----------|----------|----------|----------|----------|
| Annual Accounts Verification | 20/09/21 | 1 | 10 | Yes | Yes | Yes | Yes | Yes | |
| Audits Per Year | | | | 1 | 1 | 1 | 1 | 1 | 5 |
| Local Government Scheme Contributions | 1/11/21 | 2 | 20 | | Yes | | | Yes | |
| New Pensions and Lump Sums - WYPF | | | | | | | | | |
| - Normal and Early Retirements | 09/10/19 | 1 | 25 | | | Yes | | | |
| - Death in Service, Post Retirement Widow and Dependent Benefits | 08/10/21 | 0 | 25 | | | | | Yes | |
| - Ill Health Pensions | 15/02/19 | 1 | 25 | | Yes | | | | |
| - Flexible Retirements | 30/11/20 | 2 | 25 | | | | Yes | | |

| West Yorkshire Pension Fund Five Year Audit Plan 2022 - 2027 | Last Audit | Recommendations | Days | 22/23 | 23/24 | 24/25 | 25/26 | 26/27 | |
|---|------------|-----------------|--------------|------------|------------|------------|------------|------------|------------|
| - Deferred Pensions | 13/03/18 | 0 | 25 | Yes | | | | | |
| Transfers Out | 07/10/20 | 0 | 20 | | | | Yes | | |
| Transfers In | 17/05/21 | 0 | 20 | | | Yes | | Yes | |
| Reimbursement of Agency Payments | 22/03/18 | 2 | 20 | Yes | | | | | |
| Life Existence / Certificates | 11/08/21 | 3 | 20 | | | | Yes | | |
| AVC Arrangements | 08/09/17 | 0 | 20 | Yes | | | | | |
| Admission of New Bodies | 07/02/20 | 0 | 20 | | | Yes | | | |
| Pensioners Payroll | 17/11/20 | 0 | 25 | | Yes | | Yes | | |
| Purchase of Additional Pension | 29/03/22 | 0 | 20 | | | | | Yes | |
| Annual Benefits Statements | 31/03/20 | 0 | 20 | Yes | | Yes | | | |
| Fire Service New Pensions and Lump Sums | 17/12/20 | 1 | 20 | | | | | | |
| - Normal and Early Retirements | | | 20 | Yes | | | Yes | | |
| - Ill Health and Death Benefits | | | 20 | | Yes | | | Yes | |
| - Deferred Pensions | | | 20 | | | Yes | | | |
| Audits Per Year | | | | 5 | 4 | 5 | 5 | 5 | 24 |
| UK and Overseas Equities | 22/03/22 | 2 | 15 | Yes | Yes | Yes | Yes | Yes | |
| UK Fixed and Index Linked Public and Corporate Bonds | 06/09/19 | 0 | 15 | Yes | | Yes | | | |
| UK and Overseas Unit Trusts (Property and Other) | 03/03/20 | 1 | 15 | Yes | | Yes | | | |
| UK and Overseas Private Equities | 31/03/22 | 0 | 15 | | | Yes | | Yes | |
| Global Bonds | 11/12/18 | 0 | 15 | | Yes | | | | |
| Treasury Management (Short Term Cash Lending) | 18/01/22 | 0 | 15 | Yes | Yes | Yes | Yes | Yes | |
| Stock Lending | 24/11/21 | 0 | 15 | | | | | Yes | |
| Compliance with IAP Investment Decisions and Policies | 22/02/21 | 1 | 15 | | Yes | | Yes | | |
| Verification of Assets | 01/03/21 | 2 | 15 | | | | Yes | | |
| Infrastructure | | | 15 | | Yes | | | | |
| Listed Alternatives | | | 15 | | | | Yes | | |
| Audits Per Year | | | | 4 | 5 | 5 | 4 | 4 | 21 |
| Transfer of Data to New Pensions System | 02/07/12 | 0 | | | | | | | |
| Monthly Contribution Data Usage | 20/08/15 | 6 | | | | | | | |
| Information Governance Including GDPR | 01/05/19 | 7 | | | | | | | |
| Transfer of Data From Outside Bodies | 10/06/19 | 6 | | | | | | | |
| Pooling Arrangements | 20/03/19 | 1 | | | | | | | |
| Custodial Transfer Arrangements | 01/07/20 | 0 | | | | | | | |
| Accuracy of Contributions Recorded on Member Records | 10/02/20 | 7 | | | | | | | |
| GLIL | 30/07/20 | 1 | | | | | | | |
| Accuracy of Contributions Recorded on Member Records - Follow Up (i) | 05/11/21 | 2 | | | | | | | |
| NLGPS Collaborative Work - Common Custodian Arrangements | 30/04/21 | 1 | | Yes | | | | | |
| Business Continuity | 17/01/22 | 5 | | | | | | | |
| Shared Service Admission | 07/04/22 | 6 | | Yes | | | | | |
| NLGPS Collaborative Work - NPEP | 29/06/22 | 3 | | | | | | | |
| Accuracy of Contributions Recorded on Member Records - Follow Up (ii) | 2022/23 | | | | | | | | |
| Exit Payments | 2022/23 | | | | | | | | |
| Audits Per Year | | | | 2 | | | | | 2 |
| | | | Total | 12 | 10 | 11 | 11 | 10 | 52 |
| | | | Days | 175 | 175 | 190 | 195 | 175 | 910 |

3 Internal Audits completed during 2021/22

Listed below is a summary of reviews that were carried out during the financial year 2021/22.

3.1 Life Existence/Certificates

A completed Life Certificate is requested from pension beneficiaries to provide confirmation that they are still alive and therefore still meet entitlement to such benefits. This process is complemented by the use of mortality screening and the use of National Fraud Initiative data in confirming continuing existence. The audit found the standard

of control around this process to be good with a small number of recommendations for improvement.

3.2 Northern LGPS Collaborative Work – Common Custodian Arrangements

As part of the formation of the Northern LGPS, a procurement exercise was carried out to appoint a common custodial service provider, which resulted in the appointment of the Northern Trust Bank as common custodian provider to the Northern LGPS. This audit was a high level review of the arrangements which surrounded the use of the Northern Trust Bank as common custodian provider and was undertaken in collaboration with Internal Audit colleagues at Tameside Council (Greater Manchester Pension Fund) and Wirral Council (Merseyside Pension Fund). The arrangements were found to be of a good standard with one recommendation for improvement being made.

3.3 Accuracy of Contributions Recorded on Member Records – Follow Up

WYPF changed to a monthly contributions postings process several years ago with the aim of simplification, systems integration, increased data accuracy and complete up to date member's records. This audit was undertaken as a follow up of the original audit carried out in 2019/20 to assess progress of the remedial action required. Whilst progress had been made, recommendations were made to further assist in this process.

3.4 Transfers In

This work looked at individuals who had built up previous pension benefits in their former employments and now wished to amalgamate them with their new West Yorkshire Pension Fund contributions. The standard of control in this area was found to be of an excellent standard with no recommendations required.

3.5 Review of the West Yorkshire Pension Fund 2020/21 Accounts

This is an annual account review process, which ensures the final account is consistent with internal control reviews carried out by our Internal Audit Team during the year.

3.6 Local Government Scheme Contributions

This audit looked at both the employer and employee contributions remitted by each employer on a monthly basis, and also income received in respect of early retirements and unfunded benefits. The control environment was largely as expected with two suggested actions for improvement provided.

3.7 Equities

Since November 2019, all quoted investments are now held under the custody of the Northern Trust Bank (previously HSBC), and represent a significant proportion of the West Yorkshire Pension Fund investment portfolio, the annual audit review of this asset class found the process to be generally well controlled with two recommendations for improvement being made.

3.8 New Pensions and Lump Sums – Death Benefits

This audit examined the calculation of the death benefits following the death of an active/deferred member or pensioner. The control environment for this process was found to be excellent.

3.9 Purchase of Additional Pension

Active members of the West Yorkshire Pension Fund are able to choose to increase their future pension benefits by purchasing additional pension to a maximum of £7,316 over a flexible number of years. The standard of control in this process was found to be excellent with no recommendations for improvement required.

3.10 Stock Lending

Stock lending of UK and Overseas equities is undertaken by the Northern Trust Bank as part of the custodial arrangements for the West Yorkshire Pension Fund. Controls were examined to ensure that the risks in this process were appropriately managed, these were found to be excellent with no recommendations required.

3.11 Business Continuity

Business continuity arrangements were examined to ensure that they are adequate to ensure continuance of critical services such as Pensioners Payroll. The shared services provided to other LGPS' and Fire and Rescue Services places and increased reliance on Business Continuity arrangements. The review found the arrangements to be of a good standard with a number of recommendations made to further enhance the process.

3.12 Mitigation of Pension Scams

The Pensions Regulator issues guidance with regards to the avoidance of Pension Scams, providing information to enable Trustees, Administrators and Scheme Providers to play an important role in educating and protecting members in order to help savers to keep their retirement savings safe from scammers. This review examined how well the guidance had been embedded within the West Yorkshire Pension Fund. The review provided assurance that the systems and processes align well with the guidance issued.

3.13 Treasury management

This audit reviewed the arrangements in place for Treasury Management, to ensure that surplus cash is invested in the most appropriate ways. Controls in this area were found to be excellent.

3.14 UK and Overseas Private Equities

This audit covered investment in UK and Overseas Private Equities, not included in those investments made through NPEP. Control of this asset class was found to be of an excellent standard, therefore no recommendations for improvement were required.

4 OTHER CONSIDERATIONS

Internal audit is an integral part of our risk management and financial control systems.

5 FINANCIAL & RESOURCE APPRAISAL

WYPF internal audit is provided by the Council and recharged to WYPF account. There are no other financial implications from this report. Operations reported in this report are key to our financial controls, asset safeguards and value for money.

6 RISK MANAGEMENT AND GOVERNANCE ISSUES

Internal audit is a key element of financial risk management and governance tools and provides evidence of key controls in operation during the financial year.

7 LEGAL APPRAISAL

There are legal implications for this report.

7.1 SUSTAINABILITY IMPLICATIONS

The services covered in this report are committed to mitigating climate change by using energy efficient supplies and services, avoid waste and where not possible minimise waste. Reuse materials and where facilities are available, recycle office waste.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

WYPF operates from a modern "Aldermanbury House", the building was bought in 2014 and we have invested significant sums to improve the energy efficiency of the building, however there is still more to do. We are working with our property managers to further improve the energy efficiency of the building for staff, visitors and our commercial tenants. Electricity supplied to the building is sourced from renewable suppliers and there is programme to review water boilers and other equipment in the building.

In terms of our operations a significant number of our staff have always been able to work from home before the Covid-19 pandemic and since the start of the pandemic all staff that want to work from home have been able to work from home. This has reduced our staff daily journeys into work and also reduced our operational greenhouse gas emission significantly. When on business travel our staff are encouraged to use public transport, unless lower greenhouse gas emission alternatives are available.

In order to maintain a balance service, we have moved to a hybrid operation on a standard two days office working and three days home working each week. This approach is supported by the majority of staff.

7.3 COMMUNITY SAFETY IMPLICATIONS

None.

7.4 HUMAN RIGHTS ACT

None.

7.5 TRADE UNION

The services covered by this report will provide additional employment and apprenticeship opportunities within the local area.

7.6 WARD IMPLICATIONS

None.

7.7 IMPLICATIONS FOR CORPORATE PARENTING

None.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None.

8 NOT FOR PUBLICATION DOCUMENTS

No

9 OPTIONS

The Local Pension Board should note the internal audit plan 2022/23, note the five-year plan for 2022/23 to 2026/27, or may make recommendations to management on any part of this report.

10 RECOMMENDATION

That the internal audit plan is noted.

11 APPENDICES

None

12 BACKGROUND DOCUMENTS

None



Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022.

O

Subject:

West Yorkshire Pension Fund (WYPF) production of annual benefit statements for members 2022.

Summary statement:

This report updates the Local Pension Board on WYPF annual benefit statement (ABS) production project 2022 for all members entitled to receive an ABS for the calendar year 2022.

Local government pension schemes (LGPS) funds are required to provide active, deferred, deferred pensioners and credit members with an annual benefit statement, within five months of the fund's scheme year end of 31 March, therefore a deadline of 31 August 2022.

Specific legislative requirement is provided by Regulation 89 of the LGPS Regulations 2013

Management confirm that WYPF has complied with LGPS Regulations 2013 on ABS.

In order to manage our carbon footprint and increase our digital service offering to members and employers we have moved our ABS production to online. Members are encouraged to register for our online service for members "MyPension" to access their ABS. Members wishing to receive paper ABS by post are required to opt out of digital service, once this choice is made WYPF sends paper copy by post to the member.

EQUALITY & DIVERSITY:

No new policy or service is being proposed by this report.

Rodney Barton
Director WYPF

Report Contact: Ola Ajala
Financial Controller WYPF
Phone: (01274) 434 534
E-mail: ola.ajala@wypf.org.uk

Portfolio:

Overview & Scrutiny Area:

1 SUMMARY

- 1.1 In addition to the primary legislative requirements of the LGPS 2013 Regulations, The Pension Regulator (tPR) also requires all LGPS funds to meet the 31 August deadline each year and where a fund significantly breach this requirement, the fund must self-report the fact to the tPR and provide tPR with a plan of actions that will remedy such failure as soon as possible.
- 1.2 As of 30 August 2022 (a day to go) WYPF performance on ABS 2022 is 99.95% (2021 99.99%):

| Annual benefit statements 2022 | | | | |
|---|---------------|-----------------|----------------|----------------|
| | Active | Deferred | 2022 | 2021 |
| WYPF members 31 March 2022 | 93,786 | 87,499 | 181,285 | 177,417 |
| Waiting for data and response to queries from employers | - 198 | | -198 | -338 |
| Ongoing pension administration work by WYPF | -1,118 | -1,518 | -2,636 | -834 |
| Number of cases to be produced | 92,470 | 85,981 | 178,451 | 176,245 |
| Number of cases produced | 92,424 | 85,941 | 178,365 | 176,227 |
| % Produced | 99.95% | 99.95% | 99.95% | 99.99% |
| Cases in production | 46 | 40 | 86 | 18 |
| % of Cases in production | 0.05% | 0.05% | 0.05% | 0.01% |

- 1.3 We have produced 99.95% of statements as of 30 August 2022, 1 day before the deadline, this is equivalent to 100%. Of the 2,636 cases being worked on, 198 are due to late data from employers and complex cases that need further investigation. This is less than 1% of 181,285 members entitled to ABS in 2022 and as such not significant, therefore we do not need to self-report this as a breach to tPR.
- 1.4 We produce ABSs until January preceding the scheme year end. This is to allow late data notifications from employers and complex cases to be dealt with as far as possible. We anticipate that all the cases not produced due to complex and data notification issues will be reduced to a handful by 31 January 2022.

Shared services ABS production 2022

- 1.5 In addition to the WYPF case, we also produce ABS for other funds, the overall result is provided below:

| Annual benefit statements 2022 for all shared service partners 31 March 2022 | | | | | | | 2022 | 2021 |
|--|----------------|---------------|---------------|---------------|---------------|----------------|----------------|------|
| | West Yorkshire | Lincolnshire | Hounslow | Barnet | Fire | Total | Total | |
| Members 31 March 2021 | 181,285 | 46,715 | 13,723 | 17,218 | 22,568 | 281,509 | 275,377 | |
| Waiting for data and response to queries from employers | -198 | -600 | -202 | -83 | -23 | -1,106 | -2,802 | |
| Ongoing pension administration work by WYPF | -2,636 | -478 | -66 | -110 | -9 | -3,299 | -1,135 | |
| Number of cases to be produced | 178,451 | 45,637 | 13,455 | 17,025 | 22,536 | 277,104 | 271,440 | |
| Number of cases produced | 178,365 | 45,619 | 13,454 | 16,667 | 22,512 | 276,617 | 269,857 | |
| % Produced | 99.95% | 99.96% | 99.99% | 97.90% | 99.89% | 99.82% | 99.42% | |
| Cases in production | 86 | 18 | 1 | 358 | 24 | 487 | 1,583 | |
| % of Cases in production | 0.05% | 0.04% | 0.01% | 2.10% | 0.11% | 0.18% | 0.58% | |

2 BACKGROUND

Annual benefit statement (ABS) workflow

- 2.1 Annual benefit statement production involves comprehensive planning and daily corrective processes using members, staff and employers' feedback. The current ABS workflow was developed by WYPF internally and has been in place since the launch of the LGPS career average scheme in April 2014. We moved away from annual data updates in April 2014, member data are updated daily using monthly data returns from employers. Data cleansing is carried out as part of the monthly data return processes. This means March returns are processed just like any other month and once March data is processed we start producing ABS for all members.

| Key steps for ABS |
|---|
| Planning |
| Data requirements and training to employers. |
| Deadlines - for submitting March monthly data returns 19 April. |
| Employers communication and briefings are provided between December and July. |
| Key risks to delivery – systems / processes, staffing resources. |
| Real time process reporting used for monitoring and to take corrective actions. |
| |
| Testing |

| |
|---|
| Key steps for ABS |
| UPM system update and test ABS processes |
| Secure remote printing facilities - ADARE |
| Test lost contacts production |
| Review ABS templates - internally, employers, Aon, members feedback |
| |
| Deliver |
| March monthly returns - total pay for year |
| Pre - production tests |
| Production schedule 2k per day, alphabetic production by member or employers |
| Data breaches - wrong addresses - investigate, not resolved move to lost contact. |
| Use ABS report dashboards to monitor productions, issues, data checks etc. take corrective actions to refocus resources and deliver |
| |
| Review |
| Daily internal update Contact Centre to UPM, PRFs, Member Services and Finance |
| Process review September to December |
| January to March - update processes. |
| Review template December to February - Internally, LGA, Aon etc |
| |
| Start new year ABS project |
| End of February close old year production |
| 1st Week of April - Start new year ABS production |

2.2 The activities listed above are closely aligned to tPR best practice and we have been using this work schedule since 2014, before we came under TPR's jurisdiction. We have been delivering over 99% of ABS by deadline since 2014. The various specialist staff and services across WYPF have contributed to this annual success - from UPM Team, IT support, Finance Team, Member Services to Contact Centre.

3 Key checks on members' folders before ABS production

A comprehensive list of checks are carried out before ABS are produced, listed in the table below are some of the key checks:

| |
|--|
| Each member record eligible for ABS is checked for the following: |
| Check system for all eligible members |
| Check that all financial data are posted for each folder by finance |
| Investigate all folders not updated by 30 June |
| Check pay value over / under 10% of last year |
| Blocked Statements (Employer) |
| Check outstanding queries with employers |
| Based on employer queries quarantine case |
| Casual Hours missing (for folder pre April 2014) |
| Lost Contact |
| Address Query process running |
| Final pay missing |
| Blocked Statements (WYPF) |
| Linking Actual / transfer error |
| Interfund |
| Monthly > Earnings > CARE error |
| Specified process running |
| Impossible Case |
| Folder Scheme History errors |
| Folder Status History |
| Service errors |
| Pension Input errors |
| APC Contract/Contribution mismatch |
| Unapproved Changes |
| Marital Status blank/unknown |
| Pensions Increase |
| Production |
| Queue Address split |
| UK |
| Overseas |
| Lost Contacts |

5 ABS sample template

Reproduced in Appendix 1 is a sample active member ABS. Each year we produced about 20 variant ABS templates for LGPS and Fire schemes. More importantly, WYPF produce ABS with illustrative estimates for four key time lines:

- a.) Age 55
- b.) Age 60
- c.) Age 65
- d.) State pension age

The illustrations provided also give benefit with basic lump sum and maximum lump sum. This additional information on the statement has reduced the number of estimate requests received, as members have full information.

6 OTHER CONSIDERATIONS

This report should be considered with Agenda item 10 – breaches of law.

7 FINANCIAL & RESOURCE APPRAISAL

The full resources for producing ABSs is provided for within WYPF annual operational budget.

8 RISK MANAGEMENT AND GOVERNANCE ISSUES

The main risk associated with ABSs is failure to produce all ABS letters by the annual deadline of 31 August. This risk is significantly reduced by the robust planning and workflow we implemented back in April 2014, reviewed annually and shaped by WYPF continuous improvement processes.

9 LEGAL APPRAISAL

WYPF is required by law to produce ABS for all members entitled to ABS by 31 August each year. This is also a requirement by the Pension Regulator, failure to comply could result in penalties, fines and other sanctions.

10 SUSTAINABILITY IMPLICATIONS

The services covered in this report are committed to mitigating climate change by using energy efficient supplies and services, avoid waste and where not possible minimise waste. Reuse materials and where facilities are available, recycle office waste.

11 GREENHOUSE GAS EMISSIONS IMPACTS

WYPF operates from a modern “Aldermanbury House”, the building was bought in 2014 and we have invested significant sums to improve the energy efficiency of the building, however there is still more to do. We are working with our property managers to further improve the energy efficiency of the building for staff, visitors and our commercial tenants. Electricity supplied to the building is sourced from renewable suppliers and there is programme to review water boilers and other equipment in the building.

In terms of our operations a significant number of our staff have always been able to work from home before the Covid-19 pandemic and since the start of the pandemic all staff that want to work from home have been able to work from home. This has reduced our staff daily journeys into work and also reduced our operational greenhouse gas emission significantly. When on business travel our staff are encouraged to use public transport, unless lower greenhouse gas emission alternatives are available.

In order to maintain a balance service, we have moved to a hybrid operation on a standard two days office working and three days home working each week. This approach is supported by the majority of staff.

- 12 COMMUNITY SAFETY IMPLICATIONS**
None.
- 13 HUMAN RIGHTS ACT**
None.
- 14 TRADE UNION**
The services covered by this report will provide additional employment opportunities within the local area.
- 15 WARD IMPLICATIONS**
None.
- 16 IMPLICATIONS FOR CORPORATE PARENTING**
None.
- 17 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT**
None.
- 18 NOT FOR PUBLICATION DOCUMENTS**
No
- 19 OPTIONS**
The Local Pension Board should note WYPF performance on ABS, and may make recommendations to management on any part of this report.
- 20 RECOMMENDATION**
- That this report be considered and noted
- 21 APPENDICES**
Appendix 1 – sample ABS for an active member
- 22 BACKGROUND DOCUMENTS**
None

Pension statement at 31/03/2022

Mr LG ABS Dummy
PO BOX 67
Bradford
BD1 1UP

Your member number: **654321**

E-mail: pensions@wypf.org.uk
Telephone: 01274 434999

Statement produced on 25/04/2022

Your personal details

Check the details below and tell your employer if something is wrong.

Full name: LG ABS Dummy

Date of birth: 07/12/1975

Employer: Leeds City Council

Pay reference: 34567

Section of scheme at 31/03/2022: Main Section

Date joined scheme: 06/10/2003

Job title: Housing Officer, working full time

Value of your benefits at 31/03/2022



Final Salary Scheme

You were a member of the Final Salary Scheme from 06/10/2003 to 31/03/2014

| | |
|-----------------------------|-------------------|
| Rate of pay at 31/03/2022: | £27,041.04 |
| Final Salary membership | 12 years 202 days |
| Final salary yearly pension | £4,919.24 and |
| One-off lump sum | £6,645.43 |



CARE Pension Scheme

You've been in the CARE Pension Scheme since 01/04/2014

| | |
|--|------------|
| Total pensionable pay earned from 01/04/2021 to 31/03/2022 | £27,041.04 |
| Opening balance at 01/04/2021 | £2,085.57 |
| Cost of living adjustment | + £10.43 |
| Pension built up during year | + £321.92 |
| Closing balance at 31/03/2022 | £2,417.92 |

Important: if you think your pay looks wrong, tell your employer - your pension could be wrong too.

| | | | |
|-----------------------------|-----|------------------|--|
| Final Salary pension | | £4,919.24 | |
| CARE closing balance | + | £2,417.92 | |
| Total yearly pension | = | £7,337.16 | |
| | and | | |
| One-off lump sum | | £6,645.43 | |



To work out your **total yearly pension** we add together your:
A) Final Salary pension;
B) CARE closing balance

Your pension estimates

- We've already adjusted the amounts here if you are drawing your benefits earlier or later than normal.
- We've assumed your pay will carry on as £27,041.04 each year. If your pay changes (for example, if you increase or decrease your hours or change your job), the figures here will change too.
- All **pension** amounts are yearly amounts. All **lump sum** amounts are a one-off payment, which is paid on the day you retire. Lump sums are usually paid tax-free.
- To work out your maximum one-off lump sum, you get £12 extra lump sum for every £1 of pension you give up. But you don't have to take the maximum - we ask you how much you want to take when you retire.
- Always ask **your employer** for a full **pension estimate** before you decide to retire.

1 What if I retire on my 55th birthday?

This is what you'd get if you finish work on 06/12/2030 and take your benefits from 07/12/2030:

| | | | | | | |
|-------------------|----------|-----------|----|---|----------|------------|
| Standard benefits | Pension | £7,488.03 | OR | Maximum lump sum, by giving up pension | Pension | £5,129.87 |
| | Lump sum | £5,901.14 | | | Lump sum | £34,199.06 |

2 What if I retire on my 60th birthday?

This is what you'd get if you finish work on 06/12/2035 and take your benefits from 07/12/2035:

| | | | | | | |
|-------------------|----------|------------|----|---|----------|------------|
| Standard benefits | Pension | £11,450.88 | OR | Maximum lump sum, by giving up pension | Pension | £7,717.29 |
| | Lump sum | £6,645.43 | | | Lump sum | £51,448.51 |

3 What if I retire on my 65th birthday?

This is what you'd get if you finish work on 06/12/2040 and take your benefits from 07/12/2040:

| | | | | | | |
|-------------------|----------|------------|----|---|----------|------------|
| Standard benefits | Pension | £16,455.91 | OR | Maximum lump sum, by giving up pension | Pension | £10,934.81 |
| | Lump sum | £6,645.43 | | | Lump sum | £72,898.63 |

4 What if I retire on my state pension date?

This is what you'd get if you finish work on 06/12/2042 and take your benefits from 07/12/2042:

| | | | | | | |
|-------------------|----------|------------|----|---|----------|------------|
| Standard benefits | Pension | £19,186.35 | OR | Maximum lump sum, by giving up pension | Pension | £12,692.69 |
| | Lump sum | £6,693.94 | | | Lump sum | £84,617.86 |

Your CARE (Career Average Revalued Earnings) pension account

We revalue your CARE pension account on 1st April each year in line with the requirements of HM Treasury's Public Service Pensions Revaluation Order. It was increased by 0.5% on 01/04/2021, shown on the front page as **cost of living adjustment**. This is how your **pension built up during year** shown on the front page was worked out:

| | | | |
|-----------------------|---|----------------|---|
| Main section pension | | £91.98 | <i>1/49th of £4,506.84</i> |
| 50/50 section pension | + | £229.94 | <i>1/98th of £22,534.20</i> |
| APCs | + | £0.00 | <i>pension bought by APCs you paid during 2021/2022</i> |
| Transfers in | + | £0.00 | <i>pension from your non-LGPS transfers received during 2021/2022</i> |
| Total for year | = | £321.92 | |

What's paid if I die before I leave this job?

One-off death grant:
£81,123.12

+

Partner's pension:
£7,001.79

If you die before you leave your job, your husband, wife, civil partner or an eligible cohabiting partner would get the partner's pension shown above, each year for the rest of their life. Your children may also be eligible for a pension. Read more at www.wyfpf.org.uk/deathgrant.

We think your marital status is married, so we've used this to work out the partner's pension above. If your marital status is different, the amount may be wrong. Contact us to update your marital status.

If you nominated someone to get your death grant, they would normally get at least 3 times your pensionable pay (an annual figure based on the pay you earned in the 12 weeks up to your death) when you die.

If you die while on reduced or no pay, the death grant and any dependants' benefits payable will be worked out on a notional pay figure based on the pay you would have received in the 12 weeks before reduction. This means the benefits could be lower than the figures quoted above.

This is who you've already nominated:

Nomination Dummy - 100%

Is this still right? Get a form by visiting www.wyfpf.org.uk/deathgrant or phone 01274 434999.

Your pension tax relief limits

Lifetime Allowance: the maximum amount of pension savings you can build up over your life that benefits from tax relief. The Lifetime Allowance for 2021/2022 is £1073100.

The estimated Lifetime Allowance that you have used at 31/03/2022 is **£155,040.63** (14.44%).

Annual Allowance: the maximum your benefits can grow each year without incurring a tax charge.

Your estimated pension savings for the year 2021/2022 are **£5,816.53** for member number 654321 (including AVCs paid into the fund's AVC plan/s). This figure is below the Standard Annual Allowance threshold of £40,000 but a lower allowance may apply to you if you have income exceeding £110,000.

If you have paid pension contributions in more than one job this year, or have another pension anywhere else, you need to add all your pension savings together. You can read more about this at www.wyfpf.org.uk/allowances.

Notes

Final Salary scheme

Membership

You built up total Final Salary membership of **12 years 202 days** on 31/03/2014 when the Final Salary scheme ended. It includes your transfers from other pension schemes that bought additional membership. Your membership up to 31/03/2008 is 6 years 202 days and your membership from 01/04/2008 to 31/03/2014 is 6 years 0 days.

Final Pay

Your employer told us your annual rate of pay at 31/03/2022 was **£27,041.04**. We used this pay to work out your Final Salary benefits. Certain elements of pay - for example, non-contractual overtime - were not classed as pensionable under the Final Salary scheme so aren't used to work out these benefits.

When you leave or retire, we normally work out your Final Salary benefits using the pensionable pay you earned in your final year, or one of the two previous years if that's higher.

How we work out your Final Salary benefits

Yearly Pension

Membership to 31/03/2008 x 1/80 x final pay **plus**

Membership from 01/04/2008 to 31/03/2014 x 1/60 x final pay

One-off lump sum

Membership to 31/03/2008
x 3/80 x final pay

CARE Pension Scheme

You're now in a CARE (Career Average Revalued Earnings) scheme, this means you know how much your pension will be when you retire. Your pension builds up at 1/49th of your pay each year (or 1/98th if you're in the 50/50 section). This means whatever pay you receive each year, you get 1/49th of it (or 1/98th) as a pension. The contributions you pay into the scheme have no bearing on the amount of pension you will get.

How to contact us

Phone: 01274 434999 **E-mail:** pensions@wypf.org.uk **Post:** WYPF, PO Box 67, Bradford BD1 1UP

Our offices have been closed to visitors during the pandemic. To find out if they've reopened to visitors please read our news updates at www.wypf.org.uk

See our website www.wypf.org.uk for more detailed information about your pension statement, the LGPS in general and important information about being **ScamSmart**. For more information read the FCA leaflet at www.fca.org.uk/publication/fca/pensions-scams-leaflet-screen.pdf or visit their website www.fca.org.uk/scamsmart/how-avoid-pension-scams. All amounts are based on our understanding of current LGPS and HMRC legislation and may be subject to change.

How we use your information City of Bradford Metropolitan District Council runs West Yorkshire Pension Fund, which administers the LGPS. We hold data about you so we can provide services to you and our stakeholders. We use this data to meet our legal obligations under the LGPS Regulations 2013 and other regulations. We have appointed Adare SEC Ltd to print and deliver your pension statement on our behalf. We share only data about you that they need to print and deliver your statement, and they will securely delete your data once this is done. For more information about how we collect and use your data and what your rights are, see www.wypf.org.uk/privacy

If you have any questions about this, please contact us first.



Report of the Director of West Yorkshire Pension Fund to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022

P

Subject: Local Government Pension Scheme Regulations update

Summary statement:

This report updates the Pension Board on changes to the Local Government Pension Scheme (LGPS) 2014 and provides information on associated matters.

EQUALITY & DIVERSITY:

Not Applicable

Rodney Barton
Director

Portfolio:

Report Contact: Tracy Weaver
Phone: (01274) 433571
E-mail: tracy.weaver@wypf.org.uk

1 Background

- 1.1 The career average Local Government Pension Scheme (LGPS) was introduced on 1 April 2014.
- 1.2 Since the introduction of the new LGPS there have been a number of consultations on proposed changes to the LGPS, following which amendment regulations have been issued.
- 1.3 On 19 September 2021, the Government announced that the Ministry of Housing, Communities and Local Government (MHCLG) became the Department for Levelling Up, Housing and Communities (DLUHC).

2 Consultation on Fair Deal – Strengthening pension protection

- 2.1 On 10 January 2019 Ministry of Housing, Communities and Local Government (MHCLG) issued a consultation on Fair Deal – Strengthening pension protection.
- 2.2 The consultation closed on 4 April 2019, and we are still waiting for DLUHC to publish its response.

3 Consultation: Local valuation cycle and the management of employer risk

- 3.1 On 8 May 2019 MHCLG issued a 12 week policy consultation called ‘LGPS: Changes to the local valuation cycle and the management of employer risk’.
- 3.2 The consultation closed on 31 July 2019.
- 3.3 On 20 March 2020 the LGPS (Amendment) Regulations 2020 came into force. These regulations provide administering authorities with a discretion to determine the amount of exit credit which should be payable to an employer leaving the LGPS with a surplus.
- 3.4 The LGPS (Amendment) (No.2) Regulations 2020 came into effect from 23 September 2020. These regulations provide for new flexibilities that allow employer contributions to be reviewed between valuations, an exiting employer to enter into a Deferred Debt Agreement and an exit deficit to be paid in instalments. Following a consultation WYPF’s Funding Strategy Statement has been updated to include policies on applying these new flexibilities.
- 3.5 DLUHC has yet to publish its response to the other matters contained in the consultation, which included changes to the LGPS Local Valuation Cycle, and employers required to offer LGPS membership.

4 Other LGPS matters

4.1 McCloud remedy

On 16 July 2020 both HMT and MHCLG published consultations on the McCloud remedy. The MHCLG consultation closed on 8 October 2020.

On 13 May 2021 Luke Hall, the Local Government Minister made a written statement on McCloud and the LGPS. The statement confirms the key changes to scheme regulations that will be made to remove age discrimination from the LGPS.

On 19 July 2021 HM Treasury formally introduced to Parliament the Public Service Pensions and Judicial Offices Bill, which makes provision to rectify the unlawful age discrimination identified by the McCloud judgment.

For the LGPS, Chapter 3 of Part 1 confirms which members will be in scope and what service is 'remediable'. Enabling legislation will allow for scheme regulations to be changed to implement the McCloud remedy.

On 10 March 2022, the Public Service Pensions and Judicial Offices Act 2022 received Royal Assent. The main purpose of the Act is to give the relevant government departments the regulatory powers to resolve the discrimination identified in the McCloud judgment.

DLUHC are expected to issue further consultations later in the year to make the necessary changes to the LGPS Regulations 2013.

4.2 Cost Control Mechanism

Alongside publication of the McCloud consultation, HMT announced that the pause of the cost control mechanism would be lifted. The Scheme Advisory Board (SAB) also said it would be re-examining its results from its cost management process. It was also announced that there would be a review of the cost management process.

On 15 June 2021 the Government Actuary published his final report on his review of the cost control mechanism.

On 24 June 2021 HM Treasury launched consultations on proposed changes to the cost control mechanism and the SCAPE discount methodology.

On 4 October 2021, HMT published its response to the Public Service Pensions: cost control mechanism consultation.

SAB published the outcome of its cost management process for the 2016 valuation on 15 October 2021. SAB agreed to spread McCloud costs over a 10 year period (rather than the 4 used by HMT) resulting in an outcome of 19.4% against a target cost of 19.5%. Despite the slight shortfall in cost SAB agreed not to recommend any scheme changes.

GAD has now published cost cap valuation reports for all 20 public service pension schemes and it has confirmed that no changes to member benefits or contributions are required as a result of these reports.

However, on 4 July 2022, the Fire Brigades Union and the British Medical Association were given permission to judicially review the UK Government's decision to include the McCloud remedy costs in the 2016 cost control valuations. The cases will be heard together. Though the case will look at the firefighters' and NHS pension schemes, the outcome may have an impact on the LGPS. This is because the first cost control valuations in the LGPS also included the McCloud remedy costs.

4.3 Scheme Advisory Board's Good Governance Report

In 2019 SAB commissioned Hymans Robertson to prepare a report on the effectiveness of current LGPS governance models and to consider alternatives or enhancements to existing governance models which can strengthen the LGPS going forward. On 31 July 2019 SAB published this report. The phase two report from the Working Groups to SAB was published in November 2019.

When it met on the 8th February 2021 the SAB agreed that the Good Governance – Final Report should be published, and for the Chair to submit the Board's Action Plan to the Local Government Minister for consideration. SAB has now published its action plan and SAB are now waiting to see how DLUHC responds to its proposals.

4.4 Publication of Scheme Annual Report 2021

On 13 June 2022 SAB published the Scheme's annual report 2021.

The report provides a single source of information about the status of the LGPS for its members, employers and other stakeholders. The report collates information supplied by 86 administering authorities, as at 31 March 2021. Highlights include:

- total membership grew by 1.08 per cent from 6.160 million to 6.226 million
- total assets increased to £342 billion - a rise of 23.4 per cent
- local authority net return on investment from 1 April 2020 to 31 March 2021 was 20.56 per cent - reflective of market conditions
- a positive cash-flow was maintained overall, including investment income
- over 1.8 million pensioners were paid
- COVID-19 significantly impacted life expectancy - with a drop of 0.9 years and 0.5 years for males and females respectively (2019 figures versus 2020)
- total management charges increased by £196 million, an increase of 12.9 per cent - primarily driven by a rise in investment management charges, while administration, oversight and governance costs remained broadly stable.

4.5 Statutory Guidance on Special Severance Payments

On 12 May 2022, DLUHC published statutory guidance on special severance payments. Best Value authorities in England must have regard to the guidance in circumstances in which it may be appropriate to make special severance payments. The guidance confirms that:

- strain cost related to the early payment of LGPS benefits under regulation 30(6) or (7) (flexible retirement, redundancy or efficiency retirement over age 55) does not constitute a special severance payment

- strain cost of awarding additional pension under regulation 31 of the LGPS Regulations 2013 may constitute a special severance payment, depending on the terms of the individual's contract 5
- strain cost related to waiving an actuarial reduction when a member retires under regulation 30(5) may constitute a special severance payment, depending on the terms of the individual's contract

4.6 **Government's Academy Guarantee**

In 2013, the Government introduced the academy guarantee. The guarantee provides that, in the event of an academy closing, any outstanding liabilities will not revert to the LGPS fund.

After a reassessment, the Government confirmed on 21 July 2022 in a written ministerial statement that it will continue to provide the academy guarantee. The annual ceiling will also increase to £20 million.

Although there is no end date to the guarantee, the Government is committed to regularly reassessing it to determine whether it remains affordable and is fully recognised by administering authorities

5 **Other matters**

5.1 **Money and Pensions Service - Pensions dashboard update**

On 27 May 2021, the Pensions Dashboard Programme (PDP) launched a call for input on staging. The purpose of the call for input was to gather feedback and insight from pension schemes that will inform Government policy on staging. PDP is recommending that all public service pension schemes should be onboarded in the initial wave – a two-year period starting from April 2023. The call for input closed on 9 July 2021.

PDP received just over 60 responses to the call for input from a variety of stakeholders. These will be used to feed into further policy development of pension dashboards.

Chris Curry, Principal of PDP, announced in October 2021 that draft regulations on pensions dashboards are expected to be published in the near future

On 7 December 2021, the Pensions Administration Standards Association published initial guidance on the choice of data matching convention schemes must make ahead of their compliance with the upcoming pensions dashboards legislation.

On 15 December 2021, PDP announced that it has selected three potential dashboard providers to take part in initial development of the dashboards ecosystem: Aviva, Bud and Moneyhub. In addition to the Money and Pensions Service's non-commercial dashboard, the PDP will work with these companies to support the early work on design standards and technology.

On 16 December 2021, the Pensions and Lifetime Savings Association published

an A to Z industry guide containing decisions that are required to make the initial pensions dashboards a success.

On 31 January 2022 DWP published a consultation on the draft Pensions Dashboards Regulations 2022. The purpose of the consultation is to seek views on a range of policy questions relating to the creation on pensions Dashboards. The consultation closed on 13 March 2022.

The DWP launched a further consultation on pension dashboards on 28 June 2022. The further consultation sets out two proposals. The first proposal provides clarity on the 'Dashboard Available Point' (DAP). The second proposal allows the Money and Pensions Service and the Pensions Regulator to share information about dashboards with each other. The consultation closed on 19 July 2022.

On 4 July 2022, the Pensions Administration Standards Association published the Dashboard Accuracy Data Guidance. The guidance highlights the importance of regularly testing data for accuracy. This is particularly important for data that pension schemes will use when matching requests from the dashboards. The guidance provides information on how schemes could test their data and what data sources they could use

On 14 July 2022, DWP responded to the consultation on the draft Pensions Dashboards Regulations. DWP has also published a summary of the key policies. The summary reflects the response to the consultation.

The key area of the response that affect LGPS administering authorities is the staging deadline for the LGPS and all other public service pension schemes will be deferred from 30 April 2024 to 30 September 2024.

On 19 July 2022, the PDP launched a consultation on dashboard standards and guidance, and a call for input on the design standards. Both the consultation and the call for input will close on 30 August 2022. Following this call for input, a consultation on the final design standards will run for six weeks.

5.2 The Pensions Regulator Consultation on a new Code of Practice

On 17 March 2021 the Pensions Regulator (TPR) published a consultation a new code of practice. This consultation focuses on the draft content for the first phase of its new code of practice. The new code consists of 51 shorter, topic-based modules and will replace 10 of its existing codes of practice, which mainly deal with the governance and administration of pension schemes.

TPR has published an interim response to the new code of practice consultation. Responses to the consultation included around 10,000 individual answers. TPR has issued the interim response to allow time to consider these responses and to incorporate code content arising from the Pension Schemes Act 2021 into the new code.

TPR does not have a firm publication date for the new code, but it is unlikely to become effective before summer 2022.

5.3 **Second Review of State Pension Age**

DWP launched the second review of the State Pension Age on 14 December 2021. The review will consider if the State Pension Age (SPA) rules are still appropriate based on the latest life expectancy data and other evidence. Two independent reports will be commissioned as part of the review:

- the Government Actuary will provide a report assessing the appropriateness of SPA considering the latest life expectancy projections
- Baroness Neville-Rolfe will provide a report on other relevant factors including recent trends in life expectancy and other metrics.

On 7 January 2022, DWP published the terms of reference for the independent report to be led by Baroness Neville-Rolfe.

Between 9 February 2022 and 25 April 2022 DWP consulted on a call for evidence, which sought views on what metrics should be considered when setting the State Pension Age.

DWP is due to publish the outcome of the review in May 2023.

5.4 **Call for evidence - helping savers understand their pension choices**

On 14 June 2022, the Department for Work and Pensions (DWP) launched a Call for Evidence entitled: 'Helping savers understand their pension choices'.

The call for evidence explores what support pension scheme members need to help them make informed decisions about how to use their savings.

The consultation closed on 25 July 2022.

5.5 **Technical consultation on resolving low earners tax relief anomaly**

On 20 July 2022, HMRC launched a technical consultation on draft legislation that aims to resolve the tax relief anomaly. The consultation closes on 14 September 2022.

The proposed changes will be included in the next Finance Bill. The tax relief anomaly affects pension scheme members who earn less than the personal allowance. Whether the member receives any tax relief on their pension contributions depends on the tax relief method used by their scheme. The scheme will either use the 'net pay arrangements' or the 'relief at source' method.

Under the 'net pay arrangements', pension contributions are deducted before income tax is calculated. This means that tax relief is equal to the member's marginal rate. For members whose income is below the personal allowance, the rate is zero per cent. Under the 'relief at source' method, low earners do receive tax relief on their contributions. The LGPS uses the 'net pay arrangements'. The legislation proposes placing a duty on HMRC to make top up payments directly to eligible members. Eligible members are members who pay into a scheme that uses the 'net pay arrangements' and whose total taxable income is below the personal allowance. HMRC will identify and notify eligible members and invite them to provide the necessary details for the top up payment to be paid direct to their bank account. The duty will apply for the tax year 2024/25 onwards.

5.6 Joint Statement on transfer regulations

On 5 July 2022, TPR and the DWP issued a joint statement on the Occupational and Personal Pension Schemes (Conditions for Transfers) Regulations 2021.

The statement responds to concerns expressed about how the regulations are being applied. In particular, where overseas investments or small-scale incentives feature in the transfer. The concern is that the regulations are causing low-risk transfers to be blocked or delayed. The statement reminds pension schemes that it was not intended for the regulations to capture transfers that previously caused no concern.

The DWP will consider the concerns when it next reviews the regulations. Also to address the concerns, TPR has updated its guidance on the regulations.

OTHER CONSIDERATIONS

None

6. FINANCIAL & RESOURCE APPRAISAL

None

6. RISK MANAGEMENT AND GOVERNANCE ISSUES

None

7. LEGAL APPRAISAL

None

8. OTHER IMPLICATIONS

8.1 SUSTAINABILITY IMPLICATIONS

None

8.2 GREENHOUSE GAS EMISSIONS IMPACTS

None

8.3 COMMUNITY SAFETY IMPLICATIONS

None

8.4 HUMAN RIGHTS ACT

None

8.5 TRADE UNION

None

8.6 WARD IMPLICATIONS

None

**8.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

None

8.8 IMPLICATIONS FOR CORPORATE PARENTING

None

8.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None

9. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

None

10. RECOMMENDATION

It is recommended that the Pension Board note the report.

11. APPENDICES

None

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Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13th September 2022.

Q

Subject:

WYPF Data Improvement Plan

Summary statement:

The Pension Regulator's (TPR) Code of Practice 14 and The Public Service Pensions (Record Keeping & Miscellaneous Amendments) Regulations 2014 set out the requirements for public sector pension funds to maintain comprehensive and accurate data on their members and their member's pension contributions.

EQUALITY & DIVERSITY:

Not applicable.

Rodney Barton
Director

Portfolio:

[Insert where appropriate]

Report Contact: Caroline Blackburn
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Overview & Scrutiny Area:

[Insert where appropriate]

1. SUMMARY

The Pension Regulator's (TPR) Code of Practice 14 and The Public Service Pensions (Record Keeping & Miscellaneous Amendments) Regulations 2014 set out the requirements for public sector pension funds to maintain comprehensive and accurate data on their members and their member's pension contributions.

2. BACKGROUND

In 2018, for the first time, Local Government Pension Funds were required to report on the quality of common and scheme-specific data in their Pension Regulator scheme returns.

The Pensions Regulators (tPR) guidance requires that scheme should:

- Continually review their data and carry out a data review exercise at least annually
- Where a review of scheme's data identifies poor or missing data, a data improvement plan should be put in place to address these issues.

There are two types of data that should be measured: common data and scheme specific data.

- **Common data** – used to identify scheme members and includes name, address, national insurance number and date of birth.
- **Scheme specific data** (also known as conditional data) – essential to calculate benefits entitlement such as pensionable pay and service history. It also encompasses data relating to events that occur during and individual's member ship, for example transfers.

3. OTHER CONSIDERATIONS

Not applicable.

4. FINANCIAL & RESOURCE APPRAISAL

Not applicable.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

As a result of measuring the data a data score is calculated. A data score is the percentage of members in the scheme that have been assessed as having complete and accurate common or scheme specific data.

WYPF has developed a Data Improvement Plan which identifies and prioritises actions to be taken to improve the data. A copy of WYPF's Data Improvement Plan can be found at Appendix A.

6. LEGAL APPRAISAL

Not applicable.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

Not applicable.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

Not applicable.

7.3 COMMUNITY SAFETY IMPLICATIONS

Not applicable.

7.4 HUMAN RIGHTS ACT

Not applicable.

7.5 TRADE UNION

Not applicable.

7.6 WARD IMPLICATIONS

Not applicable.

**7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

Not applicable.

7.8 IMPLICATIONS FOR CORPORATE PARENTING

Not applicable.

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

Not applicable

8. NOT FOR PUBLICATION DOCUMENTS

Not applicable

9. OPTIONS

Note applicable

10. RECOMMENDATIONS

It is recommended that the WYPF Pension Board note the report.

11. APPENDICES

Appendix A – WYPF Data Improvement Plan

West Yorkshire Pension Fund

Data Improvement Plan

1. Introduction

- 1.1 This document defines the data improvement plan of the Pension Administration section of West Yorkshire Pension Fund (the Fund).
- 1.2 The Fund collects and holds large amounts of digital and paper based data and is heavily reliant on the timely receipt of quality data from employers, in order to effectively administer the Local Government Pension Scheme (LGPS).
- 1.3 Fundamentally, the purpose of the LGPS is to pay the correct pension benefits to its members when they become due. It is therefore imperative that the Fund achieves and maintains the highest possible data quality standards, to comply with its core functions and to ensure the cost effective use of resources.
- 1.4 The LGPS continues to face on-going legislative change with oversight of administration and governance now falling under the remit of the Pension Regulator, with a heightened responsibility on scheme managers and local pension boards to ensure data is readily available and fit for purpose at all times.
- 1.5 The legal requirements relating to scheme record keeping are set out in the Public Service Pensions (Record Keeping and Miscellaneous Amendments) Regulations 2014.
- 1.6 The Pension Regulators guidance requires that schemes should:
 - Continually review their data and carry out a data review exercise at least annually
 - Where a review of the scheme's data identifies poor or missing data a data improvement plan should be put in place to address these issues

2. The Pension Regulator Annual Scheme Return

- 2.1 Annually the Pensions Regulator (tPR) issues a scheme return which should be completed and returned. From 2018 each Pension Fund is required to include in the return a Data Quality Score which has two types of data:
 - **Common data** – used to identify scheme members and includes name, address, national insurance number and date of birth.
 - **Scheme-specific data** – essential to calculate benefit entitlement such as pensionable pay and service history. It also encompasses data relating to events that occur during an individual's membership, for example transfers etc.
- 2.2 tPR has issued a quick guide on measuring scheme data which states that one piece of missing data, such as a current address on a deferred member's record should be reported to them as a failed record.

2.3 In summer 2019 the Local Government Association issued a revised list of Scheme-specific data that LGPS Funds should use to check their data against. Changes to WYPF data reconciliation reports were implemented in November 2019 and as result the data quality scores shown on the 2018/19 Data Improvement Plan and the score shown on the 2019/20 Data Improvement Plan are not comparable.

3 Key Objectives

The key objectives of this plan are to:

- Ensure member, pensioner, deferred and beneficiary records are maintained as accurately as possible to ensure benefits are paid correctly on time, members receive a high standard of service and the fund is able to meet legal obligations.
- Ensure Investment and Administration costs are reliable/correct.
- Ensure data supplied to the Fund's actuary for the valuation is as accurate as possible so the correct liabilities can be calculated.
- Ensure the Fund complies with tPR's Code of Practice.

4 Outcomes

Outcomes of an improvement in the data held by the Fund are:

- Improvement of tPR data score for Common and Scheme Specific (also known as conditional) data.
- Increase in the number of Annual Benefit Statements (ABS) issued by 31 August each year/members aware of the value of their benefits.
- Reduction in the number of Internal Dispute Resolutions (IDRPs) received for incorrect calculation of benefits or delays in paying benefits.
- Reduction in the number of queries from the Fund's Actuary at valuation time.
- Reduction in the number of queries received when ABS are sent out.
- Reduction in administration costs due to increased efficiency.
- Reduces the likelihood of the Government Actuary Department rejecting data for the scheme valuation.
- Improves accuracy for IAS19 valuations.
- Reduction in delays for calculating and paying retirement benefits, death benefits, transfers out.

- Reduction in the queries between WYPF and Employers
- Reduction of breaches recorded on the Breaches Register (e.g. due to ABS being issued late).

5 Additional general responsibilities relating to Data Improvement as follows:

5.1 Fund Officers

- Fund officers continually review and ensure data collected is fit-for-purpose and processes are in place to monitor accuracy and timeliness. All processes have working instructions in place to assist with staff training, understanding and compliance.
- Team Managers are responsible for ensuring that staff have the appropriate level of UPM access to fulfil their duties and access is withdrawn upon the member of staff leaving WYPF. This minimises the risk of accidental loss, errors and unauthorised activity.

5.2 Scheme Employers

- The Fund is reliant upon the accuracy, completeness and timeliness of data submitted by scheme employers and any third party agencies that they may utilise e.g. outsourced payroll providers.
- The Fund will work with scheme employers throughout the year to support the provision of data to the required standard.
- Details of the information employers are required to provide and the financial penalties should they fail to do so are detailed in the Fund's Pensions Administration Strategy.

6 Ongoing Data Cleansing

6.1 Monthly Returns data quality checks

WYPF embraced monthly contribution postings several years ago with the aim of simplification, systems integration, increased data accuracy and complete up to date member records. The benefits include ensuring that employee's contributions, member's personal details, and financial records are up to date, accurate and complete.

6.2 LGPS National Insurance Database

Administered by South Yorkshire Pension Fund Authority on behalf of the Local Government Association (LGA), the secure National Insurance Database was developed for Local Government Pension Scheme (LGPS) administering authorities to share data to prevent duplicate payment of death grants. This follows changes to Scheme Regulations in 2014 where payment of a death grant in respect of a member with entitlement across multiple membership categories is restricted to an aggregate payment value in relation to any active or pensioner/deferred membership. When processing the death of a scheme member, officers will check the LGPS National Insurance Database for the existence of membership at other LGPS Funds. (Please note not all LGPS administrators are part of this database).

6.3 'Tell Us Once' Service

The secure LGPS National Insurance Database also facilitates the integration of the Fund's membership profile into the Department of Work and Pensions (DWP) 'Tell Us Once' service (TUO). The service allows a person registering a death to request that the DWP pass on the deceased's information to other government services and council services. If the deceased is a member of the Fund, as determined by the LGPS National Insurance Database, an email notification is received informing the designated officers that a copy of the death certificate is accessible on the secure government gateway.

6.4 National Fraud Initiative

The National Fraud Initiative (NFI) matches electronic data within and between public and private sector bodies to prevent and detect fraud. These bodies include police authorities, local probation boards, fire and rescue authorities as well as local councils and a number of private sector bodies. WYPF submit data to National Fraud Initiative on a regular basis to identify deceased members and members who are no longer entitled to receive a pension.

6.5 Mortality screening and tracing service

WYPF engage with a Tracing Bureau for both monthly mortality screening and for members we don't have a current address for. For deferred members, where a current address for a lost contact cannot be found by the Tracing Bureau, a more detailed check is carried out 3 months before payment of pension is due.

6.6 Annual Benefits Statement (ABS) checks

Before producing an ABS each year certain checks are applied to active records to ensure accurate data is used in the production of the ABS. These checks include:

- Ensuring contributions are received for every month during the year,
- Checks to make sure there are no spikes in care pensionable pay,
- Checks to ensure the final pay has not increased by 20% or decreased by 10%,

- Checks to ensure there aren't any outstanding processes,
- Address check to compare the address held on the record and that supplied on the monthly return,
- Identifying casual workers.

If these checks identify further information is required from an employer the ABS production for this case will be blocked and a query will be referred back to the employer. Upon receipt of the appropriate information the record will be updated and the ABS will be released for production.

6.7 Deferred pensions increase

As part of the annual deferred pensions increase process certain data errors are identified and pensions increase is blocked until they are resolved. These errors include:

- Incorrect elements present,
- Spouse elements that don't match member elements,
- Incorrect dates for the first entry after the member is deferred,
- Data errors are corrected to allow deferred pensions increase to run on to individual deferred folders.

6.8 Annual deferred benefit statements

Before producing the annual deferred benefit statements data errors that would result in potentially incorrect statements being produced are identified. These include:

- Deferred pensions increase not updated
- Multiple 'normal payment' dates being held on the deferred folder
- Multiple entries for the same date shown on the pension history screen
- Initial entries on the pension history missing
- Service start date mismatches

Once these errors are resolved and the records is updated the deferred ABS will be released for production.

7 Data errors

When tackling data errors, the following considerations will be used when making the decision on the priority of errors to be resolved:

- Priority identified on the error report
- Data improvement plans objectives

8. Frequency

Data Quality reports will be run on a quarterly basis to measure the data quality scores and identify any further action that may be required.

9 Appendices

- Appendix A details the Data Quality scores and errors
- Appendix B details to work planned to deal with the data errors identified.

Appendix A WYPF results

| | Sept 21 | Dec 21 | Apr 22 | Aug 22 |
|-------------------------|---------|--------|--------|--------|
| TPR Score – Common | 95.94 | 95.87 | 96.00 | 96.01 |
| TPR score - Conditional | 88.94 | 88.88 | 92.17 | 91.97 |

| Breakdown of activities | Sept 21 | Dec 21 | Apr 22 | Aug 22 |
|---|---------|--------|--------|--------|
| Count of Missing, Bad or Temp NI Number | 442 | 436 | 433 | 451 |
| Count of Forename(s) Missing | 1 | 1 | 1 | 1 |
| Count of Gender Missing | 4 | 5 | 3 | 5 |
| Count of Bad Date of Birth | 4 | 4 | 4 | 4 |
| Count of Address Missing | 10344 | 10726 | 10550 | 10637 |
| Count of Postcode Missing | 136 | 136 | 136 | 135 |
| Count of no date joined scheme | | | | |
| Count of Folder Status/ Status History Mismatch | 52 | 32 | 38 | 57 |
| Count of Multi FolderStatHist Entries on Same Day | 180 | 180 | 178 | 200 |
| Count of Missing or Bad Expected Retirement Date | 1260 | 1260 | 1233 | 1231 |
| Count of No Folder Scheme History | 25 | 25 | 25 | 29 |
| Count of Missing Date Joined Employer | 1 | 1 | 1 | 1 |
| Count of Missing Earnings | 542 | 592 | 1308 | 1037 |
| Count of Invalid Part Time Service Present | 2 | 3 | 3 | 4 |
| Count of Missing CARE Benefit | 347 | 271 | 320 | 520 |
| Count of Missing CARE Revaluation Rate | 112 | 33 | 75 | 273 |
| Count of Invalid Contracted Out Date | 29 | 29 | 29 | 29 |
| Count of Missing Initial Pension (Def) | 50 | 51 | 50 | 201 |
| Count of Invalid Deferred Payment Date | 21 | 64 | 108 | 189 |
| Count of Missing Initial Care Pension (Def) | 172 | 171 | 171 | 216 |
| Count of missing initial pension | | | | |
| Count of Missing CARE Initial Pension | 44 | 45 | 48 | 83 |
| Count of start data inconsistency | 2503 | 2482 | 2481 | 2425 |
| Count of invalid transfer in present | 548 | 533 | 512 | 507 |
| Count of no NI Contributions or GMP | 7479 | 7433 | 6540 | 6476 |
| Count of No Date of Leaving | 3 | 5 | 5 | 5 |
| Count of Missing Benefit Crystallisation | 4 | 4 | 4 | 81 |
| Count of Missing Benefit Crystallisation details | 7192 | 7255 | 7329 | 7446 |
| Count of Invalid AVC Data for Member | 2 | 4 | 4 | 2 |
| Count of Missing Current Pension | 3965 | 3944 | 762 | 1167 |
| Count of Missing Annual Allowance Calculation | 1404 | 2482 | 182 | 1321 |
| Count of Deferred – No Total Exit GMP | 17724 | 17871 | 11634 | 11644 |
| Count of No Post 88 Exit GMP | 8612 | 8706 | 6056 | 6093 |
| Count of missing marital status | 14 | 14 | 14 | 13 |
| Count of No retirement details | | | | |

Appendix B November 19

| Data Category | Category | Priority | Resolution required | Responsibility | Progress/ Notes | Deadline |
|--|-----------------|-----------------|--|--|------------------------|-----------------|
| Missing Ni Number | Common | Low | Ni number to be identified where possible | Service centre | Ongoing | Ongoing |
| Bad Date of birth | Common | Medium | Interrogate records | Service Centre | | Nov 22 |
| Missing Address | Common | Medium | Actives – Contact employer Deferred and preserved refunds use tracing service | Service Centre | Ongoing | Ongoing |
| Missing postcode | Common | | Actives – Contact employer Deferred and preserved refunds use tracing service | Service Centre | Ongoing | Ongoing |
| Missing or bad expected retirement date | Common | Medium | ICT to review if bulk update can be completed | ICT | | Nov 22 |
| Multifolder status history on the same day | Common | low | Review each record as they may have 2 entries on the same day in error | Service Centre and Pensioners Services | | Nov 23 |
| Folder status/ Status history mismatch | Common | Medium, | Review each case as it may be as a result of an change due to monthly postings | Finance | | Nov 23 |
| | | | | | | |

| | | | | | | |
|---|-----------------|--------|--|-----------------------------------|-----------|---|
| No folder scheme history | Scheme Specific | Medium | Interrogate records | Service centre/Pensioner services | | Nov22 |
| No NI contribution or GMP | Scheme Specific | Medium | ICT to review the report as data is on the records | ICT | | Nov 22 |
| Missing Benefit Crystallisation record | Scheme Specific | Low | Interrogate records - All Pensioner records | SC5 | | Nov 23 |
| Missing Benefit crystallisation details | Scheme specific | Medium | ICT to consider bulk update | Ict | | Nov 22 |
| Missing date joined employer | Scheme Specific | Low | Majority of cases awaiting leaver / pensioner benefits calculating in the service Centre | Service Centre | Completed | Work dealt with in accordance with KPIs |
| Missing earnings | Scheme Specific | Low | Interrogate records | | | Nov 23 |
| Missing marital status | Scheme specific | Low | Interrogate record or default to married | Service Centre | | Nov 23 |
| Invalid transfer in present | Scheme Specific | Low | Interrogate records | Service Centre | | Nov 23 |
| Invalid AVC Data for member | Scheme Specific | Low | Interrogate records | Service Centre | | Nov 23 |
| Invalid part time service present | Scheme Specific | Low | Interrogate record | Service Centre | | Nov 23 |

| | | | | | | |
|------------------------------------|-----------------|--------|---|-----------------------|-----------|--|
| Missing CARE benefits | Scheme Specific | High | Majority of cases awaiting leaver/pensioner benefits calculating in the Service Centre | Service Centre | | Work to be dealt with in accordance with KPI |
| Missing CARE revaluation rate | Scheme Specific | Low | Majority of cases awaiting leaver/pensioner benefits calculating in the Service Centre | Service Centre | | Work to be dealt with in accordance with KPI |
| Invalid Contracted out date | Scheme Specific | Low | Interrogate records | Service Centre | | Nov 23 |
| Missing Current Pension | Scheme Specific | medium | ICT to refine report | ICT | | Nov 22 |
| Missing Initial Pension (def) | Scheme Specific | High | As per KN – Historic cases which are updated on an annual basis via a report. KN to review | Service Centre | | Nov 22 |
| Invalid deferred payment date | Scheme Specific | Low | Team early leaver to investigate | Service Centre | | Nov 23 |
| Missing Initial CARE pension (def) | Scheme specific | Low | Team early leavers to investigate ICT may need to amend report to not include cases where member joined right at the end of the year and no care benefits | Service Centre ICT | | Nov 23 |
| No date of leaving | Scheme specific | Low | Interrogate record | Pensioner services | | Nov 23 |
| Missing CARE Initial Pension | Scheme Specific | Low | Interrogate records | Pensioner services | | Nov 23 |
| Missing SPA date (def) | Scheme Specific | Low | Interrogate record | Service Centre | Completed | Nov 23 |

| | | | | | | |
|--------------------------------------|-----------------|-----|--|-----|--|--------|
| Missing Annual Allowance Calculation | Scheme Specific | Low | ICT to consider if bulk update can be done | ICT | | Nov 23 |
| Start date inconsistent | Scheme Specific | Low | ICT to consider if bulk update can be done | ICT | | Nov 23 |
| Deferred – No total Exit GMP | Scheme Specific | Low | ICT to review report | ICT | | Nov 23 |
| No post 88 Exit GMP | Scheme Specific | Low | ICT to review report | ICT | | Nov 23 |

This improvement plan primarily aims to address the key issues identified from the Funds Data Quality review and data quality score and details the plans in place to improve the data we hold.

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Report of the Director, West Yorkshire Pension Fund to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13th September 2022.

R

Subject:

Pensions Dashboard

Summary statement:

This report gives an update on the progress of the introduction of Pensions Dashboard.

It is recommended that the Pension Board note the report.

EQUALITY & DIVERSITY:

Not applicable.

Rodney Barton
Director

Report Contact: Elizabeth Boardall
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IT

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1. SUMMARY

The Department of Work and Pensions (DWP) have published their response to their consultation on the secondary legislation that underpins Pensions Dashboard and how pensions providers will establish and operate, this includes responsibilities of pensions providers Boards. This paper assesses the changes and WYPF regulatory responsibilities.

2. BACKGROUND

The aim of Pensions Dashboard is to change the way people engage with and prepare for retirement by enabling people to see all their pensions information in one place online, including their state pension, allowing individuals to make better informed decisions about their retirement. It will also reunite lost and forgotten pensions pots with their owners.

The DWP's objectives for Pensions Dashboards are:

- they will make accessing pensions information, including information on individuals State Pension, easier by allowing people to see what they have in their various pensions at the touch of their smartphone, laptop, or computer
- pensions dashboards will put individuals in control of planning for their retirement
- pensions dashboards will provide an opportunity for engaged individuals to consider taking action to consolidate their deferred small pots

This first version of Pensions Dashboard will be relatively simple, offering people the opportunity to find their pensions and then view information about the value of those pensions, this will be run by Money and Pensions Service (MaPS). Legislation allows for further versions of Pension Dashboards to be run by FCA regulated providers e.g. IFA network or a Bank. DWP believe this may lead to greater functionality for individuals and is currently being encouraged.

The legislation confirms MaPS Pensions Dashboard will connect up to 52 million citizens with their pensions, working with 43,000 providers simultaneously providing an individual a view of their entire pensions provision in one place.

Both ourselves and the LGA have been concerned about the timing of McCloud and Pensions Dashboard given the impact on LG's ability to deliver both reforms to the required regulatory dates. The DWP have now formally responded to this.

3. CURRENT POSITION

It should be noted that the first pensions providers on boarding to the MaPS Pensions Dashboard is April 2023, therefore, the time to influence and engage on the regulatory regime could be short.

This is a technologically advanced legislative and regulatory framework, there are a

number of Government bodies covering the regulations. However, existing regulation also remains in place e.g. GDPR.

All GDPR existing arrangements will apply to Pensions Dashboard. The Information Commissioners Office (ICO) have stated that “it is vital schemes are doing what they can to improve the accuracy of the data which will be integral to the success of pensions dashboards.

The Pensions Regulator (TPR) have been given the power in the legislation to ensure schemes meet their staging date. TPR have the power to manage WYPF’s program of activity directly to ensure WYPF hit it’s staging date. TPR are able to provide activities required and timescales for WYPF to complete. WYPF currently meets TPR formally every 3 months. Both formal meetings to date have been positive and mutually supportive.

MaPS will set standards covering the legislative requirements for, data, technical infrastructure, design and reporting including monitoring compliance and a Code of Connection covering security, service and operational requirements.

Since the DWP consultation response MaPS have issued a design standards consultation.

DWP issued a mini consultation following the consultation response. This covered the dashboard availability point i.e. the process, the confirming and announcing Pensions Dashboard availability to the public allowing schemes to prepare for the increase in administration activity.

This mini consultation also covered MaPS being given the ability/authority to provide TPR data from MaPS real time oversight of Pensions Dashboard which runs at scheme level i.e. our regulator will have real-time monitoring of WYPF’s compliance and performance.

Both ourselves and the LGA have been concerned about the timing of McCloud and Pensions Dashboard impacting on LGPS’s ability to deliver both reforms to the required regulatory dates.

The DWP have now formally responded to this and have delayed LGPS’s staging date from April 2024 to September 2024. This is to allow time for Local Government Schemes to apply the McCloud and Sargent changes to the 2024 annual benefits statements which are being used by Pensions Dashboard as their initial data source.

Questions had been asked surrounding AVC’s and whether these were in scope of Pensions Dashboard. The response clarifies that AVC information is to be provided to MaPS Pensions Dashboard. There is further clarification that it is for the AVC provider to provide the connection to the Pensions Dashboard ecosystem; WYPF are responsible for ensuring the connection is made on the right staging date and ongoing regulatory compliance for both the AVC’s (Utmost, Pru and Scottish Widows) and the main scheme.

Within the regulations there is a concept known as “Matching”. When an individual sends their data via the MaPS Pensions Dashboard all schemes need to attempt to

identify whether they have a pension that matches this individual. This process is known as matching.

DWP have proposed that it would be for the scheme manager to set their own matching criteria i.e. decide if a scheme members pension record matches an individual requesting pensions scheme information through the ecosystem. Scheme managers need to set a policy for how they will match and what criteria they will use; this is to be agreed by the JAG.

The process of accessing information on Pension Dashboards rests on the consent of the individual i.e. scheme member. An individual can opt in and out of sharing their data across Pensions Dashboard at any point.

The Pensions Dashboard Programme will articulate this more clearly in their UK GDPR publication due to be published in summer 2022. This consent will be held by pension schemes at individual level. There is no central database within the ecosystem that holds personal information or pensions information.

4. OTHER CONSIDERATIONS

Not applicable.

5. FINANCIAL & RESOURCE APPRAISAL

The immediate financial and resource impacts are being progressed during the next phase of this development with the long term position becoming known during the procurement process.

6. RISK MANAGEMENT AND GOVERNANCE ISSUES

The biggest risks are the accuracy of data held and failure to meet the staging date. Data cleansing exercises will have to be undertaken to ensure WYPF have upto date data to identify members and return accurate results to the Dashboard.

The overall governance on monitoring implementation, progress and co-ordination of the Programme will be through a WYPF Project Board and regular updates to the Pensions Board.

7. LEGAL APPRAISAL

Referred to in part 3 above.

8. OTHER IMPLICATIONS

8.1 SUSTAINABILITY IMPLICATIONS

Not applicable.

8.2 GREENHOUSE GAS EMISSIONS IMPACTS

Not applicable.

8.3 COMMUNITY SAFETY IMPLICATIONS

Not applicable.

8.4 HUMAN RIGHTS ACT

Not applicable.

8.5 TRADE UNION

Not applicable.

8.6 WARD IMPLICATIONS

Not applicable.

**8.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

Not applicable.

8.8 IMPLICATIONS FOR CORPORATE PARENTING

Not applicable.

8.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

A Privacy Impact Assessment will be undertaken when the GDPR consultation is brought forward.

9. NOT FOR PUBLICATION DOCUMENTS

None.

10. OPTIONS

Not applicable.

11. RECOMMENDATIONS

It is recommended that the Pension Board note the report.

12. APPENDICES

Not applicable.

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Report of the Director, West Yorkshire Pension Fund to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022.

S

Subject: Pensions Administration

Summary statement:

This report gives an update on West Yorkshire Pension Fund's (WYPF) pensions administration activities for the period 1 April 2022 to 30 June 2022.

EQUALITY & DIVERSITY:

Issues of Equality and Diversity are included within the body of the document.

Mr Rodney Barton
Director

Portfolio:

Report Contact: Yunus Gajra
Assistant Director (Finance,
Administration and Governance)
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Overview & Scrutiny Area:

1.0 Background

1.1 As well as providing pensions administration for WYPF scheme members, WYPF provides a full administration service to Lincolnshire Pension Fund, the London Borough of Hounslow and more recently the London Borough of Barnet and to twenty three Fire Authorities. This includes pensioner payroll (except for the London Borough of Hounslow), all member and scheme level events, reporting to statutory bodies, provision of data to external bodies such as actuaries, and local authorities for the production of the scheme accounts.

2.0 Performance and Benchmarking

2.1 The table below shows the performance against key areas of work for the period 1 April 2022 to 30 June 2022.

| WORKTYPE | TOTAL CASES | TARGET DAYS FOR EACH CASE | TARGET MET CASES | MINIMUM TARGET PERCENT | TARGET MET PERCENT |
|--|-------------|---------------------------|------------------|------------------------|--------------------|
| Transfer In Quote | 279 | 35 | 278 | 85 | 99.64 |
| Transfer In Actual | 114 | 35 | 104 | 85 | 91.23 |
| Divorce Settlement Pension Sharing order Implemented | 3 | 80 | 3 | 100 | 100 |
| Deferred Benefits Set Up on Leaving | 2654 | 20 | 1436 | 85 | 54.11 |
| Refund Quote | 866 | 35 | 852 | 85 | 98.38 |
| Refund Actual | 501 | 10 | 498 | 95 | 99.4 |
| Transfer Out Payment | 78 | 35 | 69 | 85 | 88.46 |
| Pension Estimate | 806 | 10 | 551 | 90 | 68.36 |
| Retirement Actual | 1007 | 3 | 985 | 90 | 97.82 |
| Deferred Benefits Into Payment Actual | 936 | 5 | 924 | 90 | 98.72 |
| AVC In-house (General) | 281 | 20 | 276 | 85 | 98.22 |
| Deferred Benefits Into Payment Quote | 1167 | 35 | 1156 | 85 | 99.06 |
| Transfer Out Quote | 671 | 20 | 637 | 85 | 94.93 |
| Monthly Posting | 2538 | 10 | 2291 | 95 | 90.27 |
| Divorce Quote | 168 | 20 | 147 | 85 | 87.5 |
| Change of Address | 1458 | 10 | 1374 | 85 | 94.24 |
| Change of Bank Details | 513 | 10 | 478 | 85 | 93.18 |
| General Payroll Changes | 694 | 10 | 681 | 85 | 98.13 |
| Age 55 Increase to Pension | 1 | 20 | 1 | 85 | 100 |
| NI adjustment to Pension at State Pension Age | 66 | 20 | 66 | 85 | 100 |
| Enquiry | 45 | 5 | 42 | 85 | 93.33 |
| DWP request for Information | 48 | 20 | 46 | 85 | 95.83 |
| Life Certificate Received | 4 | 10 | 4 | 85 | 100 |
| Death Grant Nomination Form | 2965 | 20 | 2208 | 85 | 74.47 |

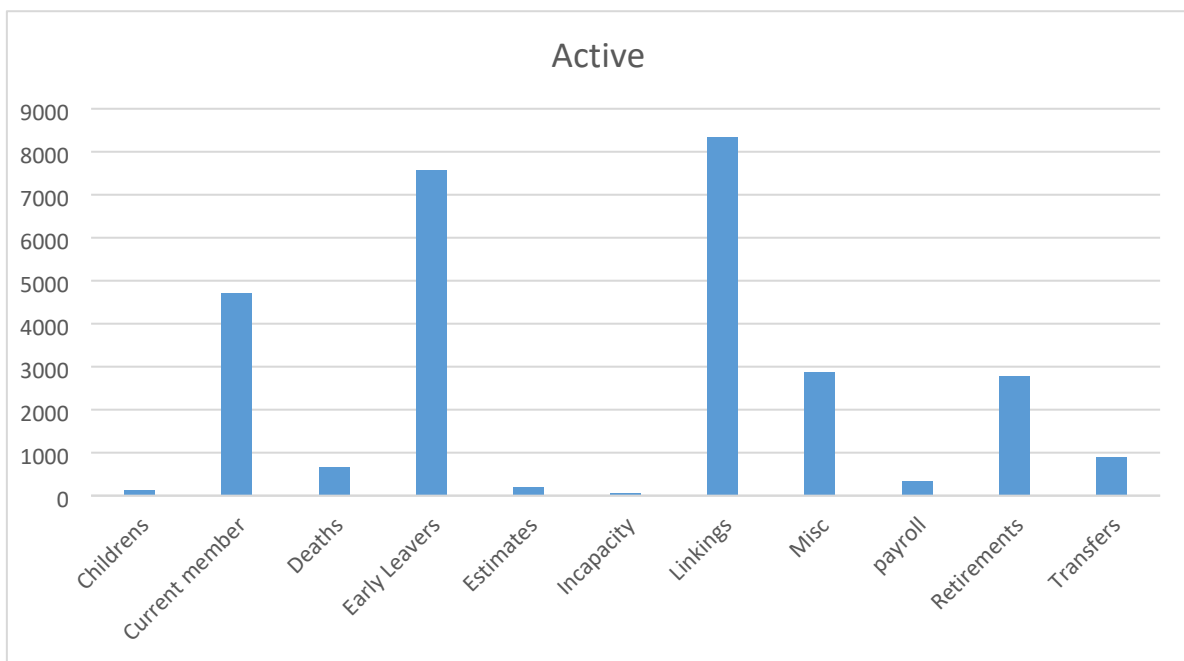
| Received | | | | | |
|--|-------------|---------------------------|------------------|------------------------|--------------------|
| WORKTYPE | TOTAL CASES | TARGET DAYS FOR EACH CASE | TARGET MET CASES | MINIMUM TARGET PERCENT | TARGET MET PERCENT |
| Death Grant to Set Up | 198 | 10 | 174 | 85 | 87.88 |
| Death In Retirement | 943 | 10 | 798 | 85 | 84.62 |
| Death In Service | 31 | 10 | 24 | 85 | 77.42 |
| Death on Deferred | 51 | 10 | 35 | 85 | 68.63 |
| Estimates for Deferred Benefits into Payment | 21 | 10 | 7 | 90 | 33.33 |
| Update Member Details | 1696 | 20 | 1677 | 100 | 98.88 |
| Pension Saving Statement | 10 | 20 | 10 | 100 | 100 |
| Payment of Spouses _Child Benefits | 352 | 5 | 283 | 90 | 80.4 |
| Phone Call Received | 7736 | 3 | 7469 | 95 | 96.55 |
| Interfund Out Quote | 504 | 35 | 444 | 85 | 88.1 |
| Interfund Linking In Quote | 188 | 35 | 67 | 85 | 35.64 |
| Interfund Out Actual | 504 | 35 | 250 | 85 | 49.6 |
| Interfund Linking In Actual | 221 | 35 | 197 | 85 | 89.14 |

Reasons for underperforming KPI's:

| Work type | Reason |
|--|--|
| Deferred Benefit set up on leaving | Staff working on historic cases and employers providing data in preparation for the Triennial Valuation. New staff appointed in April are being trained on this area of work and will provide extra resource. |
| Pension Estimate | High volume of estimates requests being received as members receive their ABS. Estimates received with a date of retirement within 3 months have been treated as a priority and future estimates have been processed but there have not been enough experienced staff to check the number of estimates that have been produced. Additional resources are being put into this area with 2 extra members of staff being trained. |
| Monthly Postings | Finance Team currently helping Contact Centre answer high call volumes following the distribution of P60s and letters to pensioners regarding My Pension registration. |
| Death Grant Nomination Form Received | Low priority. Information from the form has been added to the member's record and in the event of the member's death this information would be included when processing survivor/dependant benefits. |
| Death In Service | Training new staff in this area of work. This has had an impact on the time taken to process cases but once staff are trained this will provide more resource in the team and in this area of work. |
| Death on Deferred | Training new staff in this area of work. This has had an impact on the time taken to process cases but once staff are trained this will provide more resource in the team and in this area of work. |
| Estimates for Deferred Benefits into Payment | Processing of historic cases for ABS production. Employers across all funds are currently sending in leaver notifications that have been outstanding in preparation for the Triennial Valuation. This has had an impact on the levels of work and has increased the numbers of linkings and interfunds out. New members of staff are also being trained in this area of work |
| Payment of | Training new staff in this area of work. This has had an impact on the time |

| | |
|----------------------------|--|
| Spouses Child Benefits | taken to process cases but once staff are trained this will provide more resource in the team and in this area of work. |
| Interfund Linking In Quote | Processing of historic cases for ABS production. Employers across all funds are currently sending in leaver notifications that have been outstanding in preparation for the Triennial Valuation. This has had an impact on the levels of work and has increased the numbers of linkings and interfunds out. New members of staff are also being trained in this area of work |
| Interfund Out Actual | Processing of historic cases for ABS production. Employers across all funds are currently sending in leaver notifications that have been outstanding in preparation for the Triennial Valuation. This has had an impact on the levels of work and has increased the numbers of linkings and interfunds out. New members of staff are also being trained in this area of work |

2.2 Work in progress



The above graph shows the total volume of work in progress categorized into work groups. Work volumes will fluctuate depending on how much work comes in and how much work is completed. Some of the larger volume work cover:

Current Member – changes to member records, changes to AVCs, queries from monthly postings

Early Leavers – calculation of refunds, calculation of deferred benefits, contribution postings queries

Linkings – multiple employments where member can link those employments

Misc – All other types of work i.e. phones calls to return, general enquiries.

Retirements - Retirement quotes and actuals, deferred benefits into payment (quote and actual)

Transfers – Transfers in and out (quote and actual), AVC transfers, Divorce

3.0 Scheme Information

3.1 Membership for all schemes administered as at August 22 was 493,579.
A full breakdown between the different Funds and Schemes is shown at Appendix 1.

3.2 Number of Employers in the West Yorkshire Pension Fund

| | Actives | Ceased | Total |
|------------------|----------------|---------------|--------------|
| Scheduled bodies | 267 | 1 | 266 |
| Admitted bodies | 136 | 4 | 132 |
| Total | 403 | 5 | 398 |

4.0 Praise and Complaints

4.1 As part of our commitment to improving our services we carry out a random survey of customers who have been in contact with us regarding their pension benefits. We also have an online survey which any member can complete at any time.

Over the quarter April to June **484** sample survey letters were sent out and **50 (10.4%)** returned. We also received **2** online customer responses.

Overall Customer Satisfaction Score:

| April to June 2021 | July to September 2021 | October to December 2021 | January to March 2022 | April to June 2022 |
|---------------------------|-------------------------------|---------------------------------|------------------------------|---------------------------|
| 87.5% | 96.3% | 86.3% | 84% | 96.3% |

Full details are shown at Appendix 2.

4.2 Employer Training

One to one Employer surgeries were delivered to support the work leading up to the production of Annual Benefit Statements.

5.0 Internal Disputes Resolution Procedures

5.1 All occupational pension schemes are required to operate an IDR. The LGPS has a 2-stage procedure. Stage 1 appeals, which relate to employer decisions or actions, are considered by a person specified by each employer to review decisions (the 'Adjudicator'). Stage 1 appeals relating to appeals against administering authority decisions or actions are considered the Director of WYPF. Stage 2 appeals are considered by the Chief Executive of the City of Bradford MDC.

A summary of the IDRPs decisions for the period 1.4.22 to 30.6.22 is shown below:

| | Number of Determinations | Outcomes | Type |
|-------------------------|--------------------------|---------------|--|
| STAGE 1 | 3 | | |
| | | 3 Turned down | Delays in providing retirement options Distribution of death grant Unable to access "My Pension" |
| STAGE 2 | 1 | | |
| AGAINST EMPLOYER | 0 | | |
| AGAINST WYPF | 1 | 1 Turned down | Time limit to transfer out |

6.0 Administration Update

6.1 Employer Work

During this period WYPF worked on 5 new admissions and 3 Employer ceasing participation in the Fund.

6.2 Annual Benefit Statements (ABS) and Deferred Benefit Statements (DBS)

Statements again this year will be issued electronically through the secure 'MyPension' portal. To date, the number of ABS issued is 98.3%, the number of DBS issued is 100%. Those members that have opted to receive paper copies will have theirs posted out.

6.3 Audits undertaken by Bradford Councils Internal Audit in the period:

a) New Pensions and Lump Sums Deferred Pensions

The audit opinion is based on an assessment of the effectiveness of the control environment in mitigating the risks for the area(s) under review and the significance and impact of any control weaknesses identified.

It is audit's opinion that the standard of control of identified risks in the system is **good**.

The audit review has determined that most of the risks examined were found to be effectively managed. The control environment is largely as expected but would benefit from some enhancement to support the achievement of key business objectives.

There was 1 recommendation made which was:

Steps need to be taken to review the potential cases whereby a Member hasn't been contacted with regards to deferred retirement benefits due as a result of receiving previous

quotation contact. It needs to be ensured that moving forward, the systems in place will adequately identify all these Members in a timely manner.

The recommendation has been accepted and will be implemented by 30 September.

6.4 ISO 9001 Quality Audits

The following internal quality audit was completed by WYPF staff:

Design and Development

Any suggestions for improvements to working practices will be analysed by the relevant managers.

6.5 ISO 27001 Information Security Management Systems Surveillance Audit

WYPF ISO 27001 Information Security Management Systems Surveillance Audit was carried out on 20 and 21 June 2022.

The audit was successful and no non-conformities have been raised.

6.6 Staff

Recruitment to staffing in our pensions administration teams is ongoing. We are also looking to recruit 2 additional Employer Pension Fund Representatives to help deal with the increasing number of employers and also expand the support we provide to our Fire Clients.

6.7 Annual Allowance

The LGPS Annual Allowance exercise is now underway with 921 cases across the 4 LGPS Funds identified to date. More will be identified as the ABS exercise progresses. The deadline for issuing a Pensions Savings Statement for those breaching HMRC limits is 5 October.

We have recently published an Annual Allowance factsheet to assist employers with the queries they have begun to receive from us in relation to annual allowance checks.

6.8 Work is underway for the 2022 valuation. There has been a lower than anticipated level of errors so far this year, which is good news about the quality of our data.

7.0 Staffing

7.1 WYPF headcount is 188 Full time equivalent staff with an average age of 45.9, compared to the Council's average age of 46.2 (see Appendix 4).

7.2 For the year ending 1 April 2020 the average number of days absence due to sickness is

7.33 per staff member. This compares with the Council average of 13.94 days (see Appendix 5).

7.3 There were 4 new starters during the last 12 months (see Appendix 6)

7.4 There were 4 leavers during the last 12 months (see Appendix 7).

7.5 A number of recruitment exercises are ongoing to fill vacancies and also for new posts created as a result of increasing workloads.

8.0 Member Portal

8.1 Web Registrations

The number of members registered for online member web are:

| Membership Type | Number | Percentage |
|-----------------|--------|------------|
| Active | 40,565 | 38.16% |
| Deferred | 21,057 | 23.85% |
| Pensioner | 31,068 | 29.65% |

9.0 Conclusion

WYPF continue to provide a high level efficient cost effective service to members and Employers within the Fund.

10.0 OTHER CONSIDERATIONS

None

11.0 FINANCIAL & RESOURCE APPRAISAL

Sufficient budget to ensure adequate resources to deliver the service, particularly to the shared service partners.

12.0 RISK MANAGEMENT AND GOVERNANCE ISSUES

- Failure to meet contractual obligations to our shared service partners
- Failure to meet statutory compliance deadlines
- Increase in complaints from stakeholders

13.0 LEGAL APPRAISAL

Not applicable.

14.0 OTHER IMPLICATIONS

14.1 SUSTAINABILITY IMPLICATIONS

None

14.2 GREENHOUSE GAS EMISSIONS IMPACTS

None

14.3 COMMUNITY SAFETY IMPLICATIONS

None

14.4 HUMAN RIGHTS ACT

None.

14.5 TRADE UNION

None

15.0 NOT FOR PUBLICATION DOCUMENTS

None

16.0 OPTIONS

None.

17.0. RECOMMENDATIONS

It is recommended that the report be noted.

18.0 APPENDICES

| | |
|---|-----------------------|
| These are listed below and attached at the back of the report | |
| Appendix 1 | Membership Numbers |
| Appendix 2 | Praise and Complaints |
| Appendix 3 | Workforce Headcount |
| Appendix 4 | Absence Performance |
| Appendix 5 | New Starters |
| Appendix 6 | Leavers |

19.0. BACKGROUND DOCUMENTS

None

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Membership Numbers

| <u>SCHEMENAME</u> | <u>ACTIVES</u> | <u>DEFS</u> | <u>PENS</u> | <u>BENS</u> | <u>PRESERVED</u> | | <u>LEAVERS</u> | <u>TOTAL</u> |
|--|----------------|-------------|-------------|-------------|------------------|----------------|----------------|--------------|
| | | | | | <u>REFUND</u> | <u>OPTIONS</u> | <u>PENDING</u> | |
| Councillors | 0 | 85 | 144 | 18 | 0 | 0 | 0 | 247 |
| Gratuity Payments | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 8 |
| LGPS | 106295 | 88276 | 93167 | 11602 | 12263 | | 2175 | 313778 |
| Teachers Compensation | 0 | 0 | 1103 | 253 | 0 | 0 | 0 | 1356 |
| West Yorkshire Fire (1992 Scheme) | 0 | 83 | 2022 | 341 | 0 | 0 | 0 | 2446 |
| West Yorkshire Fire (2006 Scheme) | 0 | 91 | 7 | 7 | 2 | 0 | 0 | 107 |
| West Yorkshire Fire (2006/RDS Scheme) | 0 | 12 | 39 | 0 | 0 | 0 | 0 | 51 |
| West Yorkshire Fire (2015 Scheme) | 985 | 135 | 17 | 1 | 2 | 4 | 4 | 1144 |
| West Yorkshire Fire (2015/RDS Scheme) | 22 | 0 | 2 | 0 | 0 | 0 | 0 | 24 |
| South Yorkshire Fire (1992 Scheme) | 0 | 41 | 1109 | 200 | 8 | 0 | 0 | 1358 |
| South Yorkshire Fire (2006 Scheme) | 0 | 34 | 2 | 1 | 1 | 0 | 0 | 38 |
| South Yorkshire Fire (2006/RDS Scheme) | 0 | 1 | 14 | 0 | 0 | 0 | 0 | 15 |
| South Yorkshire Fire (2015 Scheme) | 640 | 88 | 14 | 1 | 4 | 7 | 7 | 754 |
| South Yorkshire Fire (2015/RDS Scheme) | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| North Yorkshire Fire (1992 Scheme) | 0 | 27 | 441 | 87 | 0 | 1 | 1 | 556 |
| North Yorkshire Fire (2006 Scheme) | 0 | 144 | 22 | 2 | 1 | 1 | 1 | 170 |
| North Yorkshire Fire (2006/RDS Scheme) | 0 | 23 | 59 | 2 | 0 | 0 | 0 | 84 |
| North Yorkshire Fire (2015 Scheme) | 611 | 243 | 21 | 3 | 11 | 9 | 9 | 898 |
| North Yorkshire Fire (2015/RDS Scheme) | 36 | 3 | 0 | 0 | 0 | 0 | 0 | 39 |
| Humberside Fire (1992 Scheme) | 0 | 41 | 831 | 157 | 0 | 0 | 0 | 1029 |
| Humberside Fire (2006 Scheme) | 0 | 110 | 13 | 2 | 2 | 0 | 0 | 127 |
| Humberside Fire (2006/RDS Scheme) | 0 | 5 | 77 | 4 | 0 | 0 | 0 | 86 |
| Humberside Fire (2015 Scheme) | 667 | 161 | 16 | 0 | 2 | 6 | 6 | 852 |
| Humberside Fire (2015/RDS Scheme) | 47 | 3 | 1 | 0 | 0 | 0 | 0 | 51 |
| Lincolnshire Councillors | 0 | 28 | 51 | 3 | 0 | 0 | 0 | 82 |
| Lincolnshire LGPS | 25156 | 25909 | 23838 | 2548 | 2510 | 650 | 650 | 80611 |
| Lincolnshire Fire (1992 Scheme) | 0 | 20 | 263 | 55 | 1 | 0 | 0 | 339 |
| Lincolnshire Fire (2006 Scheme) | 0 | 316 | 37 | 6 | 20 | 2 | 2 | 381 |
| Lincolnshire Fire (2006/RDS Scheme) | 0 | 10 | 41 | 1 | 0 | 0 | 0 | 52 |
| Lincolnshire Fire (2015 Scheme) | 585 | 316 | 13 | 4 | 15 | 53 | 53 | 986 |

| | | | | | | | |
|---|------|-----|------|-----|---|----|------|
| Lincolnshire Fire (2015/RDS Scheme) | 25 | 1 | 0 | 0 | 0 | 0 | 26 |
| Royal Berks Fire (2015/RDS Scheme) | 6 | 1 | 0 | 0 | 0 | 0 | 7 |
| Royal Berks Fire (1992 Scheme) | 1 | 58 | 419 | 58 | 2 | 1 | 539 |
| Royal Berks Fire (2006 Scheme) | 0 | 60 | 11 | 0 | 0 | 0 | 71 |
| Royal Berks Fire (2006/RDS Scheme) | 0 | 11 | 27 | 2 | 0 | 0 | 40 |
| Royal Berks Fire (2015 Scheme) | 414 | 110 | 7 | 0 | 1 | 5 | 537 |
| Bucks and MK Fire (1992 Scheme) | 0 | 35 | 361 | 65 | 1 | 0 | 462 |
| Bucks and MK Fire (2006 Scheme) | 0 | 158 | 18 | 11 | 2 | 0 | 189 |
| Bucks and MK Fire (2006/RDS Scheme) | 0 | 11 | 25 | 0 | 0 | 0 | 36 |
| Bucks and MK Fire (2015 Scheme) | 381 | 156 | 8 | 0 | 3 | 25 | 573 |
| Bucks and MK Fire (2015/RDS Scheme) | 2 | 1 | 0 | 0 | 0 | 1 | 4 |
| Devon and Somerset Fire (1992 Scheme) | 0 | 57 | 922 | 159 | 1 | 0 | 1139 |
| Devon and Somerset Fire (2006 Scheme) | 0 | 410 | 136 | 15 | 9 | 1 | 571 |
| Devon and Somerset Fire (2006/RDS Scheme) | 0 | 72 | 209 | 3 | 0 | 1 | 285 |
| Devon and Somerset Fire (2015 Scheme) | 1482 | 633 | 38 | 15 | 7 | 27 | 2202 |
| Devon and Somerset Fire (2015/RDS Scheme) | 71 | 6 | 2 | 0 | 0 | 2 | 81 |
| Dorset and Wiltshire Fire (1992 Scheme) | 0 | 60 | 651 | 99 | 3 | 0 | 813 |
| Dorset and Wiltshire Fire (2006 Scheme) | 0 | 270 | 39 | 15 | 3 | 0 | 327 |
| Dorset and Wiltshire Fire (2006/RDS Scheme) | 0 | 48 | 165 | 2 | 0 | 2 | 217 |
| Dorset and Wiltshire Fire (2015 Scheme) | 849 | 384 | 23 | 3 | 1 | 26 | 1286 |
| Dorset and Wiltshire Fire (2015/RDS Scheme) | 92 | 4 | 1 | 0 | 0 | 0 | 97 |
| Unknown Modified Scheme | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Tyne and Wear Fire (1992 Scheme) | 0 | 68 | 1237 | 197 | 0 | 0 | 1502 |
| Tyne and Wear Fire (2006 Scheme) | 0 | 24 | 5 | 0 | 0 | 0 | 29 |
| Tyne and Wear Fire (2006/RDS Scheme) | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| Tyne and Wear Fire (2015 Scheme) | 572 | 35 | 8 | 0 | 0 | 12 | 627 |
| Tyne and Wear Fire (2015/RDS Scheme) | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Northumberland Fire (1992 Scheme) | 0 | 17 | 284 | 45 | 0 | 0 | 346 |
| Northumberland Fire (2006 Scheme) | 0 | 82 | 14 | 7 | 2 | 0 | 105 |
| Northumberland Fire (2006/RDS Scheme) | 0 | 13 | 33 | 1 | 0 | 0 | 47 |
| Northumberland Fire (2015 Scheme) | 268 | 123 | 3 | 0 | 1 | 5 | 400 |
| Northumberland Fire (2015/RDS Scheme) | 7 | 3 | 2 | 0 | 0 | 0 | 12 |
| Norfolk Fire (1992 Scheme) | 0 | 44 | 384 | 67 | 0 | 0 | 495 |
| Norfolk Fire (2006 Scheme) | 0 | 102 | 22 | 9 | 0 | 0 | 133 |
| Norfolk Fire (2006/RDS Scheme) | 0 | 8 | 63 | 0 | 0 | 0 | 71 |

| | | | | | | | |
|--|------|------|------|------|------|-----|-------|
| Norfolk Fire (2015 Scheme) | 629 | 176 | 18 | 5 | 7 | 16 | 851 |
| Norfolk Fire (2015/RDS Scheme) | 21 | 1 | 0 | 0 | 0 | 0 | 22 |
| Staffordshire Fire (1992 Scheme) | 0 | 23 | 563 | 109 | 0 | 0 | 695 |
| Staffordshire Fire (2006 Scheme) | 0 | 312 | 28 | 7 | 2 | 0 | 349 |
| Staffordshire Fire (2006/RDS Scheme) | 0 | 34 | 85 | 1 | 0 | 0 | 120 |
| Staffordshire Fire (2015 Scheme) | 554 | 332 | 16 | 15 | 15 | 2 | 934 |
| Staffordshire Fire (2015/RDS Scheme) | 30 | 3 | 2 | 0 | 0 | 0 | 35 |
| LB Hounslow LGPS | 6853 | 7789 | 6931 | 879 | 1390 | 173 | 24015 |
| LB Hounslow Teachers Compensation | 0 | 0 | 138 | 38 | 0 | 0 | 176 |
| Hereford and Worcester (1992 Scheme) | 0 | 34 | 391 | 65 | 0 | 0 | 490 |
| Hereford and Worcester (2006 Scheme) | 0 | 125 | 30 | 6 | 1 | 0 | 162 |
| Hereford and Worcester (2006/RDS Scheme) | 0 | 11 | 43 | 1 | 0 | 0 | 55 |
| Hereford and Worcester (2015 Scheme) | 539 | 246 | 14 | 2 | 3 | 13 | 817 |
| Hereford and Worcester (2015/RDS Scheme) | 24 | 2 | 0 | 0 | 0 | 1 | 27 |
| Durham and Darlington (1992 Scheme) | 0 | 29 | 480 | 95 | 0 | 0 | 604 |
| Durham and Darlington (2006 Scheme) | 0 | 73 | 12 | 0 | 0 | 0 | 85 |
| Durham and Darlington (2006/RDS Scheme) | 0 | 9 | 28 | 0 | 0 | 0 | 37 |
| Durham and Darlington (2015 Scheme) | 460 | 139 | 10 | 3 | 0 | 0 | 612 |
| Durham and Darlington (2015/RDS Scheme) | 10 | 2 | 1 | 0 | 0 | 0 | 13 |
| East Sussex (1992 Scheme) | 0 | 59 | 515 | 98 | 1 | 0 | 673 |
| East Sussex (2006 Scheme) | 0 | 125 | 12 | 5 | 3 | 0 | 145 |
| East Sussex (2006/RDS Scheme) | 0 | 17 | 39 | 0 | 0 | 0 | 56 |
| East Sussex (2015 Scheme) | 525 | 170 | 9 | 1 | 1 | 57 | 763 |
| East Sussex (2015/RDS Scheme) | 10 | 2 | 0 | 0 | 0 | 0 | 12 |
| LB Barnet Councillors | 0 | 13 | 14 | 2 | 0 | 0 | 29 |
| LB Barnet LGPS | 9411 | 9754 | 7889 | 1000 | 1214 | 857 | 30125 |
| LB Barnet Teachers Compensation | 0 | 0 | 365 | 40 | 0 | 0 | 405 |
| Derbyshire (1992 Scheme) | 0 | 35 | 606 | 101 | 0 | 0 | 742 |
| Derbyshire (2006 Scheme) | 0 | 129 | 19 | 10 | 5 | 0 | 163 |
| Derbyshire (2006/RDS Scheme) | 0 | 32 | 67 | 1 | 0 | 0 | 100 |
| Derbyshire (2015 Scheme) | 631 | 191 | 14 | 0 | 8 | 2 | 846 |
| Derbyshire (2015/RDS Scheme) | 18 | 6 | 4 | 0 | 0 | 0 | 28 |
| Leicestershire (1992 Scheme) | 11 | 35 | 539 | 79 | 1 | 0 | 665 |
| Leicestershire (2006 Scheme) | 0 | 138 | 26 | 4 | 9 | 0 | 177 |
| Leicestershire (2006/RDS Scheme) | 0 | 12 | 50 | 0 | 0 | 0 | 62 |

Customer Survey Results – WYPF Members (1st April to 30th June 2022)

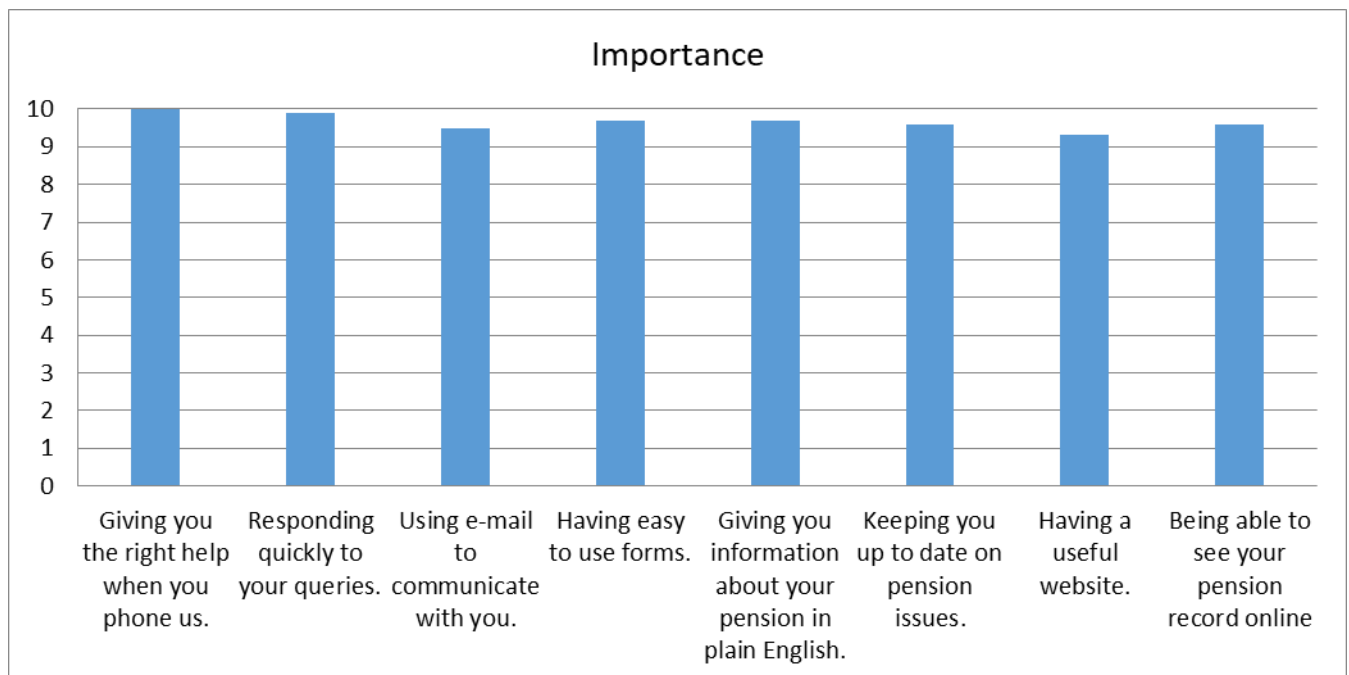
Over the quarter April to June, we received **2** online customer responses.

Over the quarter April to June **484** sample survey letters were sent out and **50 (10.4%)** returned:

Overall Customer Satisfaction Score:

| April to June 2021 | July to September 2021 | October to December 2021 | January to March 2022 | April to June 2022 |
|--------------------|------------------------|--------------------------|-----------------------|--------------------|
| 87.5% | 96.3% | 86.3% | 84% | 96.3% |

The charts below give a picture of the customers overall views about our services;



Sample of positive comments:

| Member Name /Number | Comments |
|----------------------------|--|
| 929642 Email | <p>Hello</p> <p>I am writing this email to provide feedback on a phone call I had with a gentleman called F. I was having trouble logging into my online account which was really putting me down, as I felt hopeless and made me feel mute.</p> <p>I phoned West Yorkshire pension fund and told F of my issues. F was very well spoken and navigated me through step by step, at the same time explaining how other people are having similar issues and that I am not alone. He made me feel very calm in the way he spoke, almost as if we were friends. F solved my problem promptly and really made my day.</p> <p>I just think he should be recognised for his excellent customer services and is a real example.</p> <p>Kind regards</p> <p>Joanne</p> |
| 175124 | Service is very good. Always find staff helpful, giving useful information and helping with any questions, giving good information and knowledge, staff are always polite and happy to help. |
| 984394 | Informative and helpful. Thank you for being efficient and helpful when I wanted to withdraw one of my pensions, specially your help and advice over the phone. |
| 519898 | I had quick, efficient and excellent service. very impressed. |
| Online | Absolutely top class. Couldn't have been more helpful. |

Complaints/Suggestions:

| Member Number | Comments | Summary of Acknowledgement Letter Sent to Member |
|----------------------|-----------------|---|
| None | | |

Council Workforce

1 August 2022

Select a Department or Service to filter the information shown

Dept

Chief Executive

Service

West Yorkshire Pension Fund

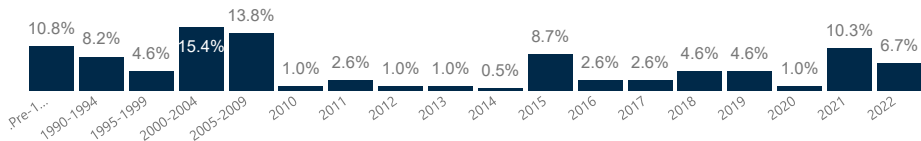
Council Headcount & True FTE



Chief Executive

● Headcount ● FTE

Current Employee Start Year

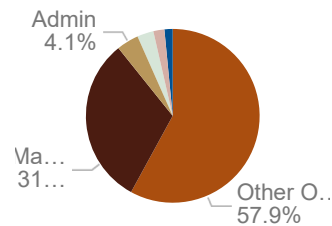


189
Established Employees

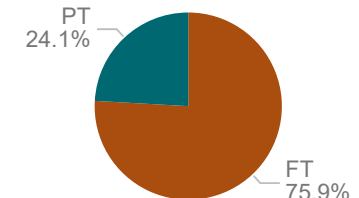
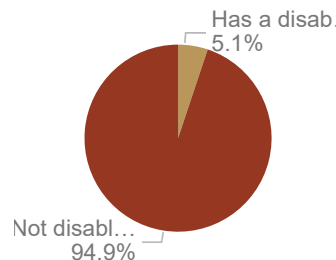
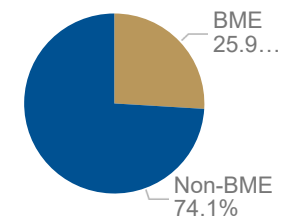
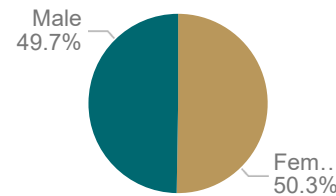
6
Temporary Employees

19
Casual Workers

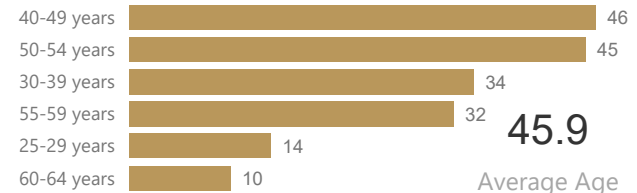
Job Types



Protected Characteristics



Age Bands



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Absence Performance

Council staff in 12 month period to 1 April 2022

Select a Department or Category to filter the information shown:

Department: ^

Sickness Category: v

| Department | BV12 Sickness Outturns | 2019 | 2020 | 2021 | 2022 |
|---|------------------------|-------|-------|-------|-------|
| Chief Exec's & Office of the Chief Exec | | 5.36 | 4.87 | 7.30 | 16.08 |
| Children's Services | | 14.03 | 14.98 | 12.52 | 18.03 |
| Corporate Resources | | 10.32 | 11.35 | 9.47 | 11.01 |
| Health & Wellbeing | | 15.60 | 13.37 | 13.66 | 16.58 |
| Place | | 14.06 | 13.58 | 9.23 | 13.98 |
| West Yorkshire Pension Fund | | 6.14 | 6.05 | 5.48 | 7.33 |
| Council Total (excluding Schools) | | 13.00 | 12.96 | 10.75 | 14.56 |

YE Total Sickness

1,196

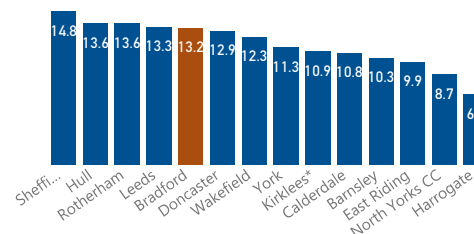
Total FTE Days Lost

YE Total Sickness

£178.4K

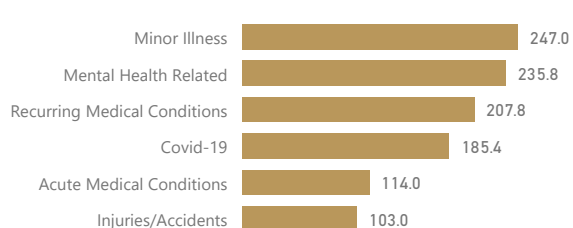
Total Sick Pay Cost

BV12 Local Authority Comparison 2021/22

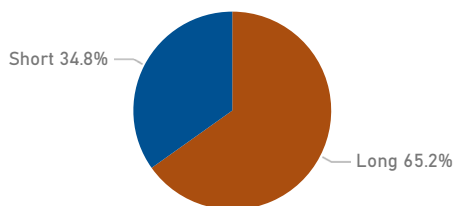


Page 305

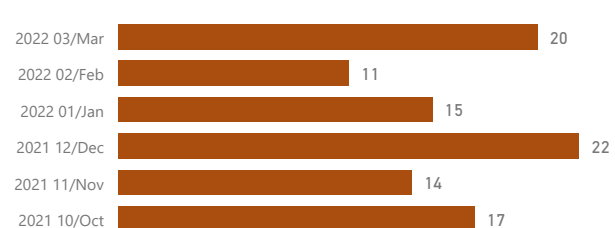
Sickness Category (FTE days) at Year End



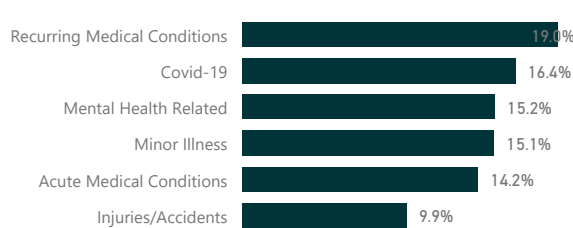
FTE Days by Term at Year End



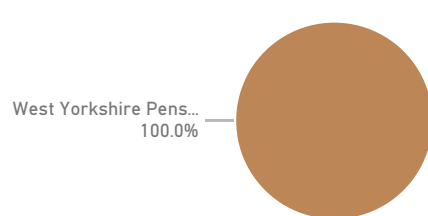
Sickness Spells Commenced per Month



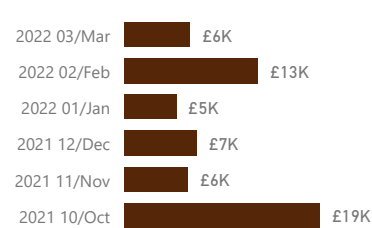
Sick Pay by Category (£) at Year End



Sick Pay Costs Split at Year End



Sick Pay Cost by Month Commenced (£)



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Starters

1 Aug 2022

Start Date

Number of Starters

Select a Department or Service to filter the information shown

Dept: Chief Executive

Service: West Yorkshire Pension Fund

Select an Employee type to filter the information shown (press CTRL key to make multiple selections from a single dropdown)

Age Band: All

BME: All

Disability: All

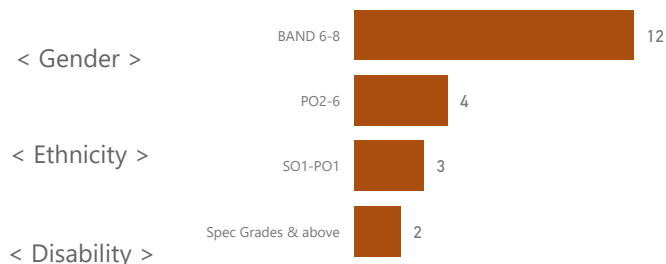
Employee Group: All

Gender: All

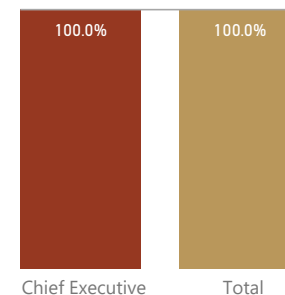
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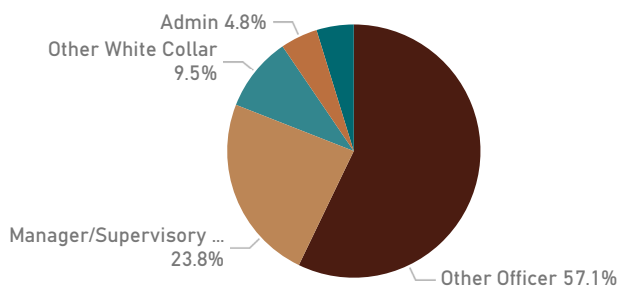
Starter Pay Band



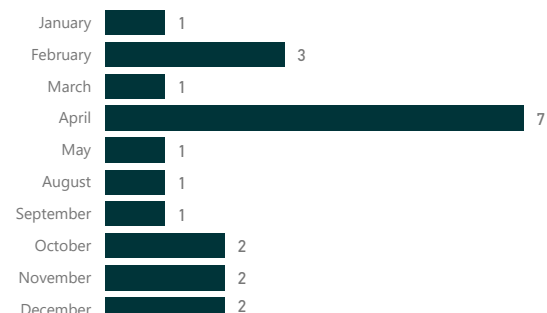
Percentage of Starters



Starter Job Types



Starters Over Time



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Leavers

1 Aug 2022

Leaving Date

01/08/2021 31/07/2022

Select a Department or Service to filter the information shown

Dept

Service

Chief Executive

West Yorkshire Pension Fund

Select an Employee type to filter the information shown (press CTRL key for multiple selections from a single dropdown)

Age Band

BME

Disability

Employee Gr...

Gender

Payscale

All

All

All

All

All

All

Number of Leavers



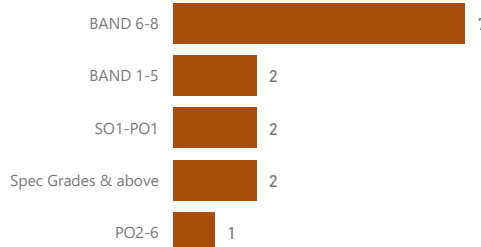
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Leavers by Payscale

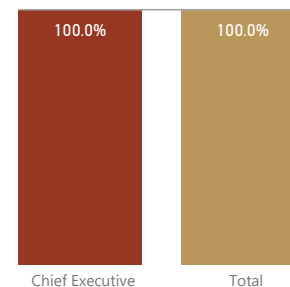
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< Ethnicity >

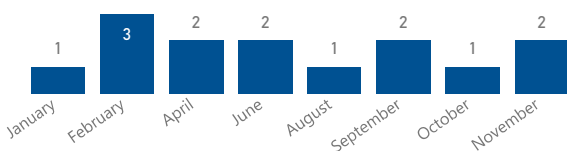
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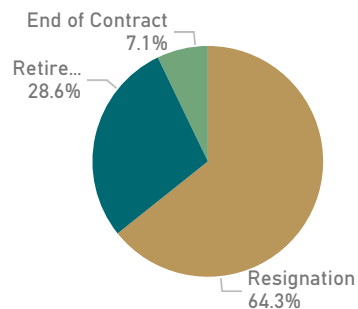
Percentage of Leavers



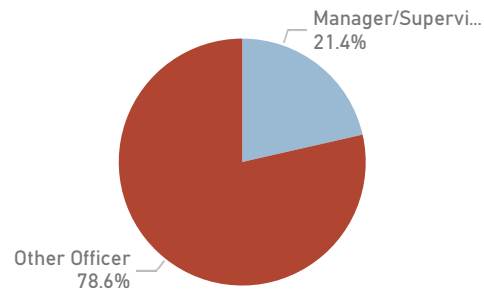
Leavers Over Time



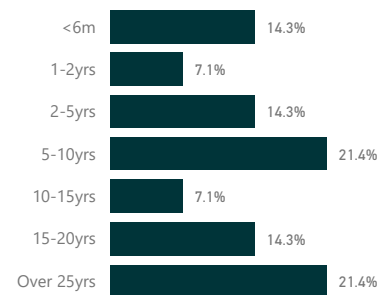
Leaving Reasons



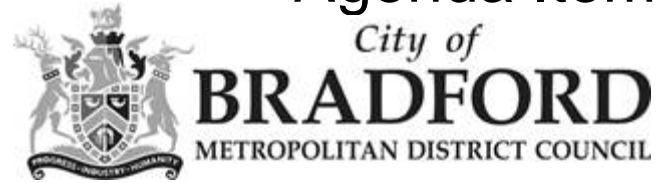
Leaver Job Types



Leaver Length of Service



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Report of the Director West Yorkshire Pension Fund to the meeting of Local Pension Board to be held on 13 September 2022.

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Subject: Register of Breaches of Law

Summary statement:

In accordance with the Public Service Pensions Act 2013, from April 2015 all Public Service Pension Schemes come under the remit of the Pensions Regulator.

Section 70 of the Pensions Act 2004 (the Act) imposes a requirement to report a matter to The Pensions Regulator as soon as is reasonably practicable where that person has reasonable cause to believe that:

- (a) a legal duty relating to the administration of the scheme has not been or is not being complied with, and
- (b) the failure to comply is likely to be of material significance to The Pensions Regulator in the exercise of any of its functions.

A Register of Breaches of Law is therefore maintained in accordance with the Pensions Regulator's requirements and WYPF Breaches procedure.

EQUALITY & DIVERSITY: None

Mr Rodney Barton
Director

Portfolio:

Report Contact: Caroline Blackburn
Head of Employer Services and
Compliance
Phone: 07790353179
E-mail: caroline.blackburn@wypf.org.uk

Overview & Scrutiny Area:

1.0 Background

1.1 Section 70 of the Pensions Act 2004 (the Act) imposes a requirement to report a matter to the Pensions Regulator as soon as reasonably practicable where a person has reasonable cause to believe that:

- (a) a legal duty relating to the administration of the scheme has not been or is not being complied with, and
- (b) the failure to comply is likely to be of material significance to the Pensions Regulator in the exercise of any of its functions.

1.1 This requirement applies to:

- a trustee or manager of an occupational or personal pension scheme;
- a member of the pension board of a public service pension scheme;
- a person who is otherwise involved in the administration of an occupational or personal pension scheme;
- the employer in relation to an occupational pension scheme;
- a professional adviser in relation to such a scheme; and
- a person who is otherwise involved in advising the trustees or managers of an occupational or personal pension scheme in relation to the scheme.

1.2 The Act states that a person can be subject to a civil penalty if he or she fails to comply with this requirement without a reasonable excuse. The duty to report breaches under the Act overrides any other duties the individuals listed above may have. However, the duty to report does not override 'legal privilege'. This means that, generally, communications between a professional legal adviser and their client, or a person representing their client, in connection with legal advice being given to the client, do not have to be disclosed.

2. Reporting Breaches Procedure

2.1 A record of past breaches may be relevant in deciding whether to report a breach (for example it may reveal a systemic issue). WYPF maintains a record of all reported or unreported breaches.

2.2 The Register of Breaches of Law (reported or otherwise) is provided to each Joint Advisory Group meeting, and is also shared with the Pension Board.

3. Breaches

The entries on the Register of Breaches for 2021/2022 relate to:

- Delays with Prudential updating members' accounts with contributions, which have also delayed the payment of some retirement benefits. This breach is considered to be of material significance due to the number of members involved and the continuing and prolonged rectification of this issue. As a result, this issue has been reported to the Pensions Regulator.

- Contributions being paid late by employers and therefore not being received by the fund until after the Pension regulators deadline of the 21st day of the following month.
- An outgoing Transfer Value which was paid after the 3 month guarantee date.
- the non-issue of Annual Benefit Statements by the 31 August 2021 for a small number of active members.

4. OTHER CONSIDERATIONS

- None

5. FINANCIAL & RESOURCE APPRAISAL

- None

6. RISK MANAGEMENT AND GOVERNANCE ISSUES

- None

7. LEGAL APPRAISAL

Appendix A - details whether each Breach has been deemed to be of material significance and as a result been reported to the Pensions Regulator in accordance with Section 70 of the Pensions Act 2004.

8. OTHER IMPLICATIONS

- None

8.1 SUSTAINABILITY IMPLICATIONS

- None

8.2 GREENHOUSE GAS EMISSIONS IMPACTS

- None

8.3 COMMUNITY SAFETY IMPLICATIONS

- None

8.4 HUMAN RIGHTS ACT

- None.

8.5 TRADE UNION

- None

9. NOT FOR PUBLICATION DOCUMENTS

- None

10. OPTIONS

- None.

11. RECOMMENDATIONS

- It is recommended that the Local Pension Board note the entries and action taken on the Register of Breaches.

12. APPENDIX

- Appendix A– Register of Breaches 2021/2022

13. BACKGROUND DOCUMENTS

- None

WYPF Breaches of Law 2021-2022

| Date | Category (eg administration, contributions, funding , investments) | Pensions Regulator code of practice | Description and cause of breach | Possible effect of breach and wider implications | Reaction of relevant parties to breach | Reported/ Not reported | Outcome of report and or investigations | Out-standing Actions |
|----------|--|-------------------------------------|--|--|--|------------------------|--|----------------------|
| May 2021 | <u>Administration</u> AVC contributions - Prudential. | | <p>WYPF has an agreement with Prudential to provide an AVC arrangement for its members as part of the Local Government Pension Scheme Regulations.</p> <p>Over the last few months we have received a number of complaints from members to say that their AVC contributions have not been allocated to their AVC accounts.</p> | <p>Delays in Settlement amounts paid to the Fund when members have retired. This has impacted on the Funds ability to pay pension benefits in a timely manner.</p> | <p><u>Prudential</u></p> <p>Prudential have informed us ‘The processing delays have been caused in part by the implementation of a new system that has taken additional time to embed within our processes. This has had an impact on applying contributions to members’ policies therefore delaying claims. The impact of COVID and the majority of colleagues working from home following the latest lockdown has also affected our productivity and recovery plans’.</p> <p>Prudential had informed WYPF that it had a recovery plan in place and were on target to clear all outstanding cash and claims by the middle of April however by the end of May and the issues had not been resolved satisfactorily.</p> <p>Prudential informed us they still have cases in backlog and whilst they have not met the initial target date for recovery they are making good progress in clearing the</p> | Reported | <p>What are the time scale for completion?</p> <p>According to Prudential they are hoping to ‘stabilise’ by the end of June.</p> <p>Additional information</p> <p>Prudential have said member’s will not lose out on investment returns because of the delays and where appropriate they will pay compensation however this does not compensate WYPF for the additional time and work undertaken due</p> | |

WYPF Breaches of the Law 2021 -2022

| Date | Category (eg administration, contributions, funding , investments) | Pensions Regulator code of practice | Description and cause of breach | Possible effect of breach and wider implications | Reaction of relevant parties to breach | Reported/ Not reported | Outcome of report and or investigations | Out-standing Actions |
|------|--|-------------------------------------|---------------------------------|--|---|------------------------|---|----------------------|
| | | | | | <p>outstanding claims and have introduced a number of measures to get back on track. Key measures introduced include:</p> <ul style="list-style-type: none"> • Weekend and overtime working • Recruitment of 50 full time colleagues into the service function, the majority of whom are focussed on claims. • Recruitment of 79 full time colleagues into the voice area to deal with the unprecedented increases in call volumes. <p><u>WYPF</u> WYPF have made advance payments of member’s retirement lump sums so they do not encounter undue hardship. Their monthly pensions have not been paid to avoid any additional tax implications if they crystallise their benefits.</p> | | <p>to the delays caused by Prudential.</p> <p>WYPF regularly contact Prudential to chase up urgent cases, by e-mail and phone.</p> <p>Looking to arrange a meeting with Prudential.</p> | |

WYPF Breaches of the Law 2021 -2022

| Date | Category (eg administration, contributions, funding , investments) | Pensions Regulator code of practice | Description and cause of breach | Possible effect of breach and wider implications | Reaction of relevant parties to breach | Reported/ Not reported | Outcome of report and or investigations | Out-standing Actions |
|-----------|---|-------------------------------------|--|--|---|------------------------|--|--|
| Sept 2021 | Administration Payment of a Cash Equivalent transfer value | | Statutory timescales require that a transfer out payment must be paid within 6 months of the relevant date | Transfer value for a member of the scheme was not paid until after the statutory timescale had passed. | <p>The delay was as a result of missing information about the receiving scheme. Numerous requests for the data were sent however the transfer could not proceed without it.</p> <p>Action:</p> <ul style="list-style-type: none"> · The Service Centre are currently recruiting / increasing staff numbers to address any resources issues. · Any future cases staff have been informed they should ring the new scheme to explain what is required as soon as one written attempt has failed <p>Full details about the required timescales and how to request an extension from the Pensions Regulator are already in the work instructions</p> | Not Reported | <p>Payment should have been made by 23.08.2021 (to be within the statutory timescale)</p> <p>Payment made 04.09.2021</p> | |
| Sept 2021 | Administration Issue of Annual Benefit Statements (ABS) | 189 | Scheme regulations require an ABS be provided to each active member by the 31 August each year | 0.01% of active members did not have received their | Only accurate ABS are sent out. Work continues to release ABS to be sent out as soon as the “block” has been cleared | Not reported | Due to the improvement in the performance and the relative | Outstanding ABS continue to be issues as soon as the ABS block has |

WYPF Breaches of the Law 2021 -2022

| Date | Category (eg administration, contributions, funding , investments) | Pensions Regulator code of practice | Description and cause of breach | Possible effect of breach and wider implications | Reaction of relevant parties to breach | Reported/ Not reported | Outcome of report and or investigations | Out-standing Actions |
|--------------------|--|-------------------------------------|---|---|--|------------------------|---|----------------------|
| | | | At the 31 August 21 99.99% of statements had been sent out (92534/92542) | ABS within prescribed time limits | | | low numbers this breach is not regarded as of material significance | been resolved |
| See schedule below | Administration Maintaining contributions | 147 | Employee’s pension contributions must be paid to the manager of the scheme by the 19th day of the month following deduction or by 22nd day if paid electronically. Please see schedule below for details of employers who failed to make payment by the appropriate date. | Contributions not received by the scheme within the prescribed timescales | Immediate action: All employers have a designated business partner who contact each employer to make them aware of any late payment. Subsequent late payments incur an admin fee and are notified that further late payments may be reported to the Pensions Regulator. Continuing Action: Employers are closely monitored. Records of each employer who fail to make payment each month are maintained along with details of the number of late payment occasions. | Not reported | All outstanding payments are chased up. | None |

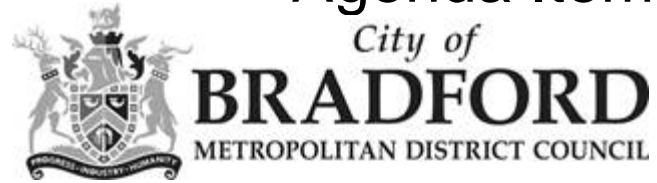
WYPF Breaches of the Law 2021 -2022

Employers who failed to pay over employees contributions by the appropriate date - April 2021 onwards

| Month | Employer | Date contributions due | Date paid | Value of late contributions | No of times late in last 6 months prior to this month | No of times late in last 12 months prior to this month |
|--------------|---|------------------------|-------------------|-----------------------------|---|--|
| April 21 | No employer paid late this month | | | | | |
| May 21 | South Kirby and Moorthorpe Town Council | 21.06.21 | 23.06.21 | 4679.55 | 0 | 0 |
| | Consultant Cleaners Ltd (Westborough) | 21.06.21 | 30.06.21 | 1995.01 | 0 | 0 |
| June 21 | Prospect Services (Bradford 3) | 21.07.21 | 22.07.21 | 1690.27 | 0 | 0 |
| | Absolutely Cleaners Ltd (BSG) | 21.07.21 | 22.07.21 | 368.04 | 0 | 0 |
| | Absolutely Cleaners Ltd (Batley MAT) | 21.07.21 | 22.07.21 | 2329.09 | 0 | 0 |
| July 21 | University Academy Keighley | 21.08.21 | 30.08.21 | 14674.87 | 0 | 0 |
| August 21 | Wellspring Academy trust | 21.09.21 | 22.09.21 | 111,191.80 | 0 | 0 |
| | Consultant Cleaners Ltd (Westborough)m | 21.09.21 | 23.09.21 | 360.30 | 2 | 2 |
| September 21 | No employer paid late this month | | | | | |
| October 21 | No employer paid late this month | | | | | |
| October 21 | Turning Point | 21.11.21 | 1.12.2021 | 164.63 | 0 | 0 |
| | Kirkburton Parish Council | 21.11.21 | 02.12.21 | 687.98 | 0 | 0 |
| | Fleet Factor ltd | 21.11.21 | 17.12.21 | 99.71 | 1 | 1 |
| | English Basketball Association | 21.11.21 | Still outstanding | 1156.61 | 0 | 0 |
| November 21 | No employer paid late this month | | | | | |
| December 21 | South Hiendly Parish Council | 21.01.2022 | 02.02.2022 | 146.66 | 0 | 0 |
| | Fleet Factors ltd | 21.01.2022 | 18.02.2022 | 99.71 | 2 | 2 |
| January 2022 | Wetherby Town Council | 21.02.2022 | 09.03.2022 | 2066.01 | 0 | 0 |
| | Halifax Opportunities Trust | 21.02.2022 | 22.02.2022 | 3227.88 | 0 | 0 |
| February 22 | South Elmsall Town Council | 21.03.2022 | 25.03.2022 | 1108.86 | 0 | 0 |
| | Fleet Factors | 21.03.2022 | 24.03.2022 | 99.71 | 3 | 3 |
| | Bulloughs Cleansing Services | 21.03.2022 | 24.03.2022 | 241.74 | 0 | 0 |
| March 22 | Ryhill Parish Council | 21.04.2022 | 26.02.2022 | 133.43 | 0 | 0 |

WYPF Breaches of the Law 2021 -2022

| | | | | | | |
|--|---------------|------------|------------|-------|---|---|
| | Fleet Factors | 21.04.2022 | 17.06.2022 | 88.97 | 4 | 4 |
|--|---------------|------------|------------|-------|---|---|



Report of the Director, West Yorkshire Pension Fund, to the meeting of West Yorkshire Pension Fund Pension Board to be held on 13 September 2022

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This is a 'NOT FOR PUBLICATION' item as it falls within information relating to the financial and business affairs of the West Yorkshire Pension Fund as defined by Schedule 12A of the Local Government Act 1972 as amended

Subject:

Minutes of West Yorkshire Pension Fund (WYPF) Investment Advisory Panel held on 28 July 2022

Summary statement:

Minutes of the WYPF Investment Advisory Panel (IAP) held on 28 July 2022

EQUALITY & DIVERSITY:

Not Applicable

Rodney Barton
Director

Portfolio:

Report Contact: Rodney Barton
Phone: (01274) 432317
E-mail: Rodney.barton@bradford.gov.uk

Overview & Scrutiny Area:

1. SUMMARY

The role of the Pension Board, as defined by sections 5(1) and (2) of the Public Service Pensions Act 2013 is to assist the Council as Scheme Manager in ensuring the effective and efficient governance and administration of the Local Government Pension Scheme (LGPS) including securing compliance with the LGPS regulations and any other legislation relating to the governance and administration of the LGPS; securing compliance with the requirements imposed in relation to the LGPS by the Pensions Regulator; and any other such matters as the LGPS regulations may specify.

The Minutes of meeting of WYPF Investment Advisory Panel are submitted to the Pension Board to enable the Board to ensure effective and efficient governance and administration of the LGPS.

2. BACKGROUND

None

3. OTHER CONSIDERATIONS

None

4. FINANCIAL & RESOURCE APPRAISAL

None

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

None

6. LEGAL APPRAISAL

None

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

None

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

None

7.3 COMMUNITY SAFETY IMPLICATIONS

None

7.4 HUMAN RIGHTS ACT

None

7.5 TRADE UNION

None

7.6 WARD IMPLICATIONS

None

**7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS
(for reports to Area Committees only)**

None

7.8 IMPLICATIONS FOR CORPORATE PARENTING

None

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None

8. NOT FOR PUBLICATION DOCUMENTS

Appendix A - IAP minutes from meeting held 28 July 2022

9. OPTIONS

None

10. RECOMMENDATIONS

It is recommended that the Local Pension Board review the minutes/notes from the meeting.

11. APPENDICES

- Appendix A – NFP Notes of the meeting of 28 July 2022

12. BACKGROUND DOCUMENTS

➤ None

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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