



Essex Pension Fund

**Uncertified  
Annual Report  
&  
Accounts  
2023/2024**

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## Chairman Foreword

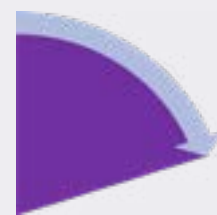
*I am delighted to be able to present to you the Essex Pension Fund's Annual Report and Accounts for 2023/24.*

This was another enormously successful year for the Fund. As Chairman of the Pension Strategy Board (PSB) and Investment Steering Committee (ISC) for the last seven years, it is hugely satisfying to see the Fund continue to go from strength to strength.

The Fund continues to grow by every measure - in terms of Scheme Members, Employers and value. The value of the Fund as at 31 March 2024 reached an all-time high of £10.9bn, an increase of £1.24bn over the year; the total value of benefits paid during the year was £324m; a full range of services was delivered to over 184,000 Scheme Members; £25m was paid each month to 52,000 pensioners; the Fund's investments showed a 12.8% absolute return; and the membership of the Fund came from over 796 separate active Employing Bodies.



To ensure that Members' pensions and data are secure and protected, the Fund maintains the highest standards of **Governance**. To that end, during the year the PSB and ISC reviewed and revised a number of key policies, including: Recording and Reporting Breaches of the Law; the Governance Policy and Compliance Statement; the Fund's Three-Year Business Plan; a new Knowledge and Skills Strategy for Board/Committee Members; and the Treasury Management Strategy. Board Members and Officers also conducted contract and performance reviews with the Fund's external Advisers to reassure themselves that the advice on which key decisions are based is of the highest quality.



Turning to **Funding**, it is critical that the Fund is able to meet its obligations, regardless of changes to Members' personal circumstances and market conditions. The interim Valuation undertaken by the Fund's Actuary, showed a funding level as at 31 March 2023 of 94.8%, excluding the 15% stability reserve (without which the value of the Fund would have been 111.5%). The stability reserve was introduced as a result of the 2019 Actuarial Valuation at 5% and increased to 15% at the 2022 Actuarial Valuation which has meant that the funding level has remained stable through the volatility over the last few years, protecting contribution levels.

Following the 2022 Actuarial Valuation, the Fund undertook its triennial Strategic Review of **Investments** which assessed whether current or alternative strategies would be more likely to achieve key objectives. We were reassured to find that Asset Liability Modelling demonstrated that the current plan had a high probability of achieving the desired outcome and that there was scope to further de-risk over the next 12 – 18 months. A full consultation on the revised Investment Strategy Statement was launched and 50% more stakeholder responses were received than when we consulted on the previous version of the Strategy back in 2020, illustrating our Members' increasing interest in how the Fund is invested. A revised Strategy, incorporating our response to stakeholders' priorities, was subsequently approved by the ISC in October 2023. This process formed the backbone of the reviews of all asset classes and investment decisions made during 2023/24.



The Fund reaffirmed its passionate commitment to being a **responsible investor** and was pleased to achieve Financial Reporting Council (FRC) UK Stewardship Code signatory status for the second consecutive year.

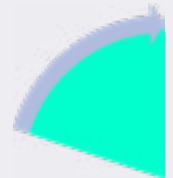
Following its annual Responsible Investment training day, the ISC began work on a Net Zero Journey Plan. Significant progress was also made in regard to the Taskforce for Climate-Related Disclosures (TCFD) with the Fund's scope 1 and 2 Weighted Average Carbon Intensity falling by 57% and its carbon footprint by 65% compared with the 2021 baseline – meaning that the Fund has already met its 2030 target of 50% equity decarbonisation six years early. These reductions have all been achieved without any adverse effects on financial return.

Essex is one of eleven pension funds working collaboratively in the **ACCESS pool**. During the year, the ISC invested in two Emerging Market Waystone sub-funds and a new asset class, Investment Grade Credit, as well as transitioning its entire UK property portfolio to CBRE, ACCESS's UK Property Manager. In summary, the Fund has transitioned 83% of all assets into pooled management, including 100% of liquid assets – the ISC continues to retain control over its strategic allocation and the deployment of capital into ACCESS.



The Fund's **Administration** team continued to promote the Fund's easy to access online platform, Member Online, and the number of registrations increased, with 34% of membership now using this service, in anticipation of the planned move in 2025 to online Annual Benefit Statements. Alongside this, staff focused on important national initiatives, including identifying members affected by the McCloud Remedy and preparation for the national Pensions Dashboard.

**Communications** continued to be a high priority, with the Fund surveying its stakeholders regularly, receiving 97% positive feedback from Scheme Members and 100% from Employers over the reporting period. In addition, during 2023/24 the Fund selected Clay10 Creative to work in partnership with the Fund to implement a new, more user-friendly and comprehensive website which will go live in April 2025.



We are especially pleased that the Fund continues to be recognised by its peers for its achievements - and we were shortlisted this year for no fewer than three awards at the Pension Age Awards: DB Pension Scheme of the Year, Pension Scheme Communication Award and Best Investment Strategy. It gives me great pride to say that Fund Officers brought home the Best Investment Strategy Award to add to the Fund's growing display cabinet.

I would like to thank my Pension Board and Committee Members who have an excellent attendance record at both meetings and training days where a lot of the strategy work gets done and which requires a significant investment of their time in reading, training and development outside of meetings.

Finally, my thanks to the excellent Officers of the Pension Fund who work assiduously to deliver a top-quality service to current and future Essex pensioners.

**Cllr Susan Barker**

Chairman of the Essex Pension Fund Strategy Board & Investment Steering Committee

Vice Chairman of the ACCESS Joint Committee

## Officer Introduction

*"As Director of the Essex Pension Fund, I am pleased to join the Chairman in presenting the Report and Accounts for 2023/24.*

*Following on from the Chairman's statement, we were thrilled to have won the Best Investment Strategy Award at the 2024 Pension Age Awards.*

*The Pension Age Awards celebrate excellence within the UK pensions industry, aiming to reward both the pension schemes and the pension providers across the UK – both public and private sector - that have proved themselves worthy of recognition in these increasingly challenging economic times.*

*The Judges commented that ours was 'an impressive entry that showcased investment expertise and a true understanding of meeting pension needs today' - a reflection of how hard the entire Essex Pension Fund team have worked to achieve this incredible honour and how committed they remain to continuing to progress, grow and improve in the future. We are so proud of our amazing staff.*

*I would once again like to acknowledge the invaluable role that every Essex Pension Fund team member plays in delivering the highest quality of service."*



Jody Evans, Director for Essex Pension Fund

### Work of the Essex Pension Fund

As in previous years, this year we have delivered an ambitious level of service, enhanced expertise and facilitated delivery of an efficient pension payment service.

Within **Governance**, The Pensions Regulator's (TPR) General Code of Practice came into force in March 2024 which has set a pathway for the work to be undertaken during 2024/25. However, Fund Officers had already commenced work in consultation with the Pension Advisory Board (PAB) and the Independent Governance and Administration Adviser (IGAA) to review Risk including the key policies such as Cyber Risk which formed part of the PAB's Annual Workplan for 2023/24. This work is well underway and rolls into 2024/25.

The **Funding** Team have continued to monitor the Fund's c.800 Employers carrying out an Employer Risk Analysis on an ongoing basis which is reported to each PSB meeting in addition to the preparation work for the 2024 Interim Valuation.

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The **Investment** Team have been supporting the work of the ISC with the implementation of the Investment Strategy Statement including the continued engagement and monitoring of investment managers with our Investment Advisers throughout the year. The outcome of these engagements are reported to each ISC meeting. The Fund also issued its inaugural annual RI Report during the year.

The **Administration** team has been extremely busy this year, seeing a surge in workload of 38% compared with 2022/23. Despite this significant increase in the volume of day-to-day work, performance against key performance indicators continued to improve as Officers toiled to complete processes more quickly and ensure that records held are accurate. We remain diligent and regularly review the information received as part of our Monthly Returns process from Fund Employers to ensure we continue receiving accurate and timely data.

The McCloud remedy which was introduced to remove age discrimination from the LGPS regulations and extend protections to qualifying members of our scheme – staff have worked incredibly hard to ensure communication has been kept up to date with all those affected by McCloud.

Pensions Dashboard is a government initiative available to the user as a one stop shop for information on all pensions. Officers are working tirelessly making strides to meet the 2025 go live date. We look forward to offering the service to our scheme members in the near future.

The implementation of the Fund's new Pension Website has had a solid start. The Fund are committed to guaranteeing the new website will be intuitive and easy to use becoming a greater communication tool with the Fund's Stakeholders. Our new website providers are aiming to have our new website up and running by April 2025.

**Communication** with our various stakeholders remains a high priority for the Fund. Whilst we still use our more traditional methods of face to face drop ins, telephone and email, we are also increasingly utilising modern technology. This allows us to provide information and guidance in even more ways, almost offering bespoke communication channels. We've done this by delivering webinars and creating videos on specific subject matters which we subsequently upload on to our YouTube channel. Using a variety of communication methods helps us to engage with as many Scheme Members and Employers as possible.

# Essex Pension Fund

## SECTION 1

## Overall Fund Management





# About the Essex Pension Fund ('the Fund')

The Essex Pension Fund 'the Fund' is one of the 87 Funds making up the Local Government Pension Scheme (LGPS) in England and Wales.

The Fund is managed and administered by Essex County Council. Essex County Council are responsible for maintaining and managing the Fund on behalf of its Stakeholders, the Scheme Members and Employers participating in the Fund.

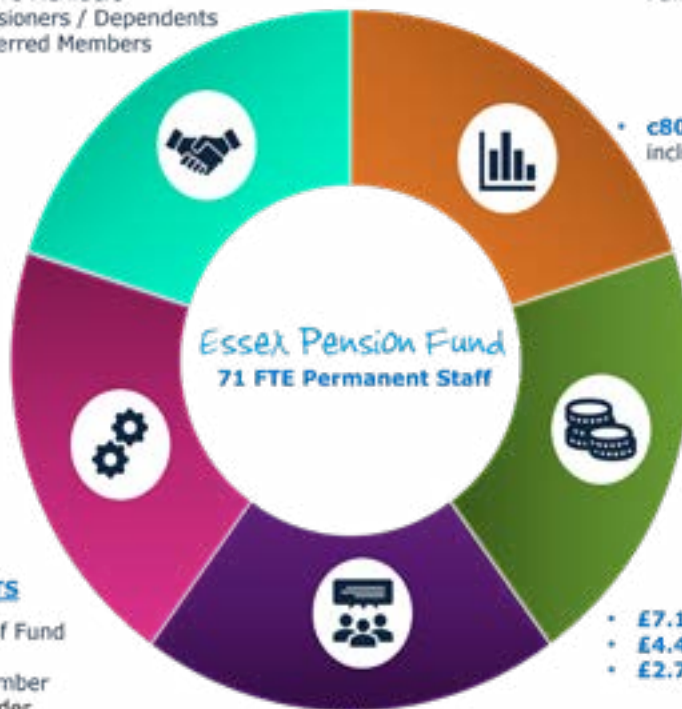
## Key Facts

### FUND MEMBERSHIP

- **181,267** Members (31 March 2024)
  - **58,853** Active Members
  - **52,142** Pensioners / Dependents
  - **73,395** Deferred Members

### FUNDING/EMPLOYERS

- **98%** Interim Valuation Funding Level (31 March 2024)
  - **£8.948bn** Assets (based on a smoothed 6-month average)
  - **£9.310bn** Liabilities
- **c800** Active Employers, including:
  - Administering Authority (ECC)
  - Tax Raising Bodies
  - Admission Bodies
  - Academies



### INVESTMENTS

- **£10.909** Value of Fund (31 March 2024)
- **ACCESS Pool** member
- **83%** of assets under pooled governance as at 31 March 2024

### FINANCIAL

- **£7.17M** Total Budget (2023/24)
- **£4.42M** Operational Budget
- **£2.75M** Third Party Contractor Expenses\*\*

### GOVERNANCE

- **PSB** Essex Pension Fund Strategy Board
- **ISC** Investment Steering Committee
- **PAB** Essex Pension Fund Advisory Board

\*\*This excludes Investment related management fees and expenses

# Who Manages and Runs the Fund

Essex County Council (ECC) functions as the Administering Authority are delegated to the Essex Pension Fund Strategy Board (PSB), the Essex Pension Fund Investment Steering Committee (ISC) and its Officers.

## Membership of the Essex Pension Fund Strategy Board

The Board was established in 2008 and exercises all of the powers and duties of the Council in relation to its functions as Administering Authority except where they have been specifically delegated to another committee or officers. Its functions include monitoring the administration of the Pension Scheme, exercising Pension Fund discretions and determining Pension Fund policy in regard to employer admission arrangements. The membership of the Essex Pension Board during 2023/24 is detailed below:

### Representatives of the Administering Authority (ECC)



Cllr. S. Barker (Chairman)



Cllr. M. Platt (Vice Chairman)

Cllr. A. Goggin  
Cllr. A. Hedley  
Cllr. M. Hoy  
Cllr. D. King  
Cllr. C. Souter  
Cllr. M. Durham (Conservative Substitute)  
Cllr. M. Mackrory (Liberal Democrat Substitute)

### Representative of Scheme Members

S.Child (UNISON)

### Representatives of the City / District / Borough Councils in Essex (nominated by Essex Borough and District Leaders' Group)

Vacant

### Representatives of Unitary Councils

Cllr. J. Lamb (Southend-on-Sea City Council)

## Who Manages and Runs the Fund

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### **Representative of Other Employing Bodies**

R. Hadley (Chelmer Housing Partnership)

### **Independent Governance & Administration Adviser to the Board**

M. Lambe, AON

### **Fund Actuary**

G. Muir, F.F.A., Barnett Waddingham LLP

## **Membership of the Essex Pension Fund Investment Steering Committee (ISC)**

The ISC approves and reviews the investment strategy of the Essex Pension Fund. This includes the determination of asset allocation, the appointment of external investment managers and the monitoring of investment manager performance. The members of the ISC during 2023/24 were:

### **Representatives of the Administering Authority**

Cllr. S. Barker (Chairman)

Cllr. M. Platt (Vice Chairman)

Cllr. A. Goggin

Cllr. A. Hedley

Cllr. M. Hoy

Cllr. D. King

Cllr. C. Souter

Cllr. M. Durham (Conservative Substitute)

Cllr. M. Mackrory (Liberal Democrat Substitute)

### **Scheme Member Observer**

S. Child (UNISON)

### **Employer Member Observer**

Vacant

### **Independent Advisers to the ISC**

M. Stevens

### **Institutional Investment Consultants to the ISC**

J. Dickson F.F.A. Hymans Robertson LLP

M. Woodman C.F.A. Hymans Robertson LLP

# Who Manages and Runs the Fund

## Membership of the Essex Pension Fund Advisory Board (PAB)

In addition, the Local Pensions Board (Essex Pension Fund Advisory Board (PAB)) was established on 1 April 2015 under the requirements of the Public Service Pensions Act 2013. It has an oversight role to assist the Administering Authority in securing compliance with regulations by acting as a 'critical friend' to the PSB and the ISC, ensuring the efficient and effective governance and administration of the Fund. The Fund's latest [PAB Annual Report](#) has further information.

### Chairman

N. Mark Independent Chairman

### Scheme Members representatives

A. Coburn	UNISON
L. Williamson (from July 2023)	Deferred Member
C. Downes	Active Member, Essex County Council
D. Hurst	Active Member, Chelmsford College
S. Roberts (until July 2023)	Active Member, Shenfield High Academy

### Employer Representatives

J. Durrant	Essex Police, Fire and Crime Commissioner, Fire and Rescue Authority
Cllr. L. Barber (until May 2023)	Essex County Council
Cllr. C. Siddall (from May 2023)	Essex County Council
Cllr. M. Bracken (until May 2023, now vacant)	Chelmsford City Council
Cllr. G. Snell (until October 2023)	Thurrock Borough Council
Cllr. J. Redsell (from October 2023)	Thurrock Borough Council

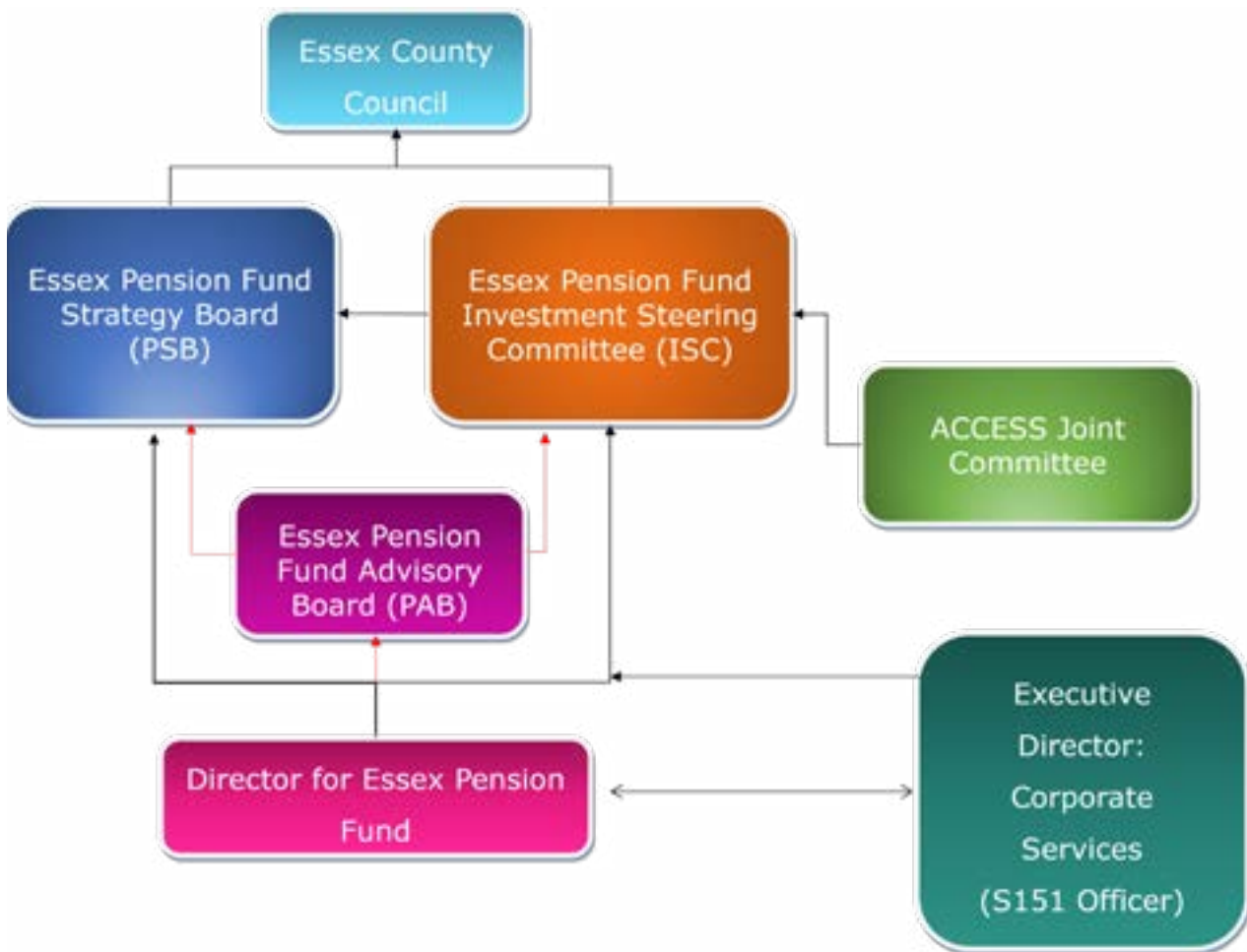
## ACCESS Pool

The Fund is one of eleven like-minded LGPS Funds working collaboratively under the name: ACCESS (A Collaboration of Central, Eastern and Southern Shires) who are committed to working together to optimise benefits and efficiencies in relation to investments on behalf of their individual and collective stakeholders.

# Who Manages and Runs the Fund

## Governance of the Fund

The relationship between the key decision-making bodies and day-to-day management of the Essex Pension Fund is illustrated below:

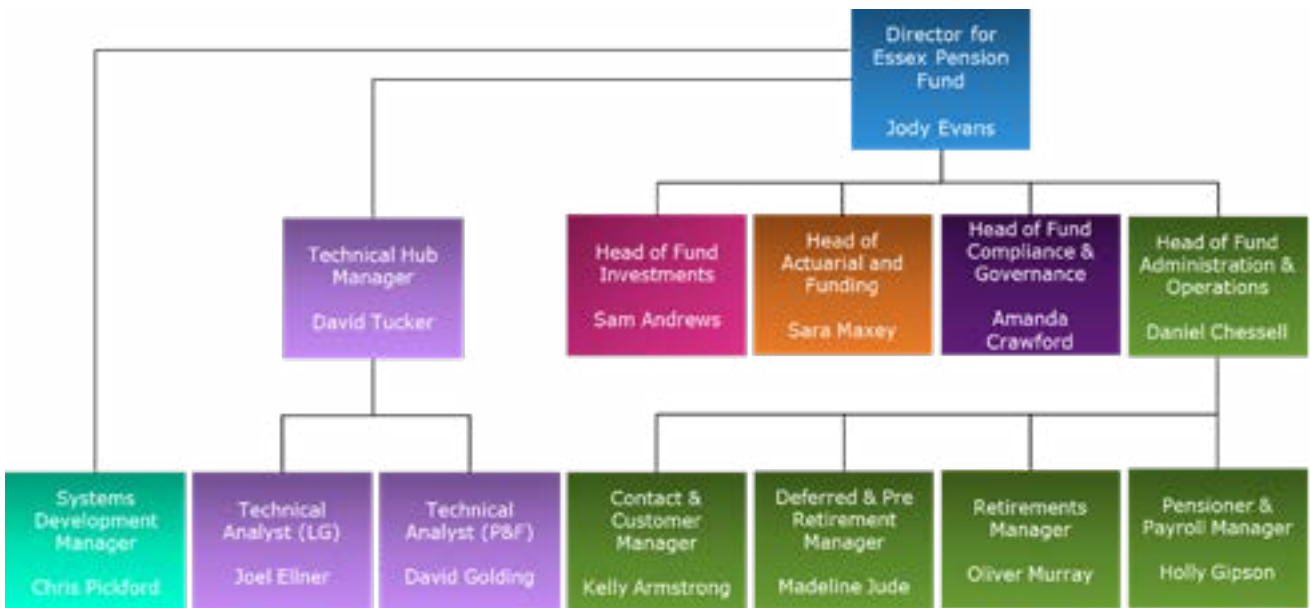


# Who Manages and Runs the Fund

## Staffing Structure of the Fund

Other than those responsibilities delegated specifically to the Board, or the ISC, all of the Administering Authority responsibilities are delegated to Officers. The Executive Director, Corporate Services alongside the Director for Essex Pension Fund has overall responsibility for the day to day operations and management of the Fund, implementing the decisions of the Board and ISC. They are aided by the Essex Pension Fund function.

The day-to-day management of the Essex Pension Fund is illustrated below:



# Fund Management Structure and Other Professional Organisations

The Essex Pension Fund invests in all major asset classes. These investments are managed externally by specialist Fund Managers who are listed below.

## Assets within the ACCESS Pool (Operated by Waystone Asset Management Limited)

Manager	Mandate
Baillie Gifford Longview M&G Investments	Active Global Equities
Columbia Threadneedle Robeco	Active Emerging Markets Equities
Janus Henderson M&G Alpha Opportunities	Cash+ Bonds
Fidelity	Corporate+ Bonds

## Assets under Pooled Governance

Manager	Mandate
UBS Asset Management	Global Equities (Passive/Index Tracking)
UBS Asset Management	Index Linked Bonds (Passive/Index Tracking)
CBRE (from February 2024)	UK Property
IFM Investors JP Morgan	Infrastructure

## Property

Manager	Mandate
Aviva Investors (up to February 2024)	UK Property
Partners Group Management II	Global Property

# Fund Management Structure and Other Professional Organisations

## Alternatives

Manager	Mandate
Hamilton Lane (UK) Ltd	Private Equity
Partners Group Management II	Infrastructure
Stafford Timberland Limited	Timber
Alcentra Ltd	Direct Lending
Permira Management SARL	Direct Lending

## Other organisations/Essex County Council providing services to the fund

Service	Organisation
Administration software provider	Civica
Auditors	EY Global Limited
AVC provider	Utmost (formerly the Equitable Life Assurance Society) Prudential Standard Life Assurance Company
Bankers	Lloyds Bank PLC
Custodian	The Northern Trust Company
Section 151 Officer	Nicole Wood - Executive Director, Corporate Services
Legal Advisors	Squire Patton Boggs Essex County Council – Legal Services



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**ACCESS**

**Annual Report  
2023/24**



**ACCESS**

Effective • Collective • Investment

# Foreword

**As Chairman of the ACCESS Joint Committee, I am pleased to introduce the latest Annual Report for the ACCESS Pool.**

This has been another year when further significant progress has been made within our Pool. Driven by over £5.4bn of incoming investment activity within both the listed and non-listed asset classes, the total value of assets within pooled arrangements reached £44.725bn at the 31 March 2024. The result is that our pooling progress at the year-end was just short of 70% of all assets under management across the 11 ACCESS Authorities. Further investment activity since the end of the year places the pool progress above 70%.

The work undertaken on non-listed assets in particular has considerably expanded the range of pooled solutions ACCESS now offers. So in addition to listed assets, mandates covering different types of Real Estate and Infrastructure are now available. It is important to highlight that in aggregate, the geographic profile of ACCESS investments demonstrate that over 20% of assets are now invested within the UK.

A key theme during the year was the Government Consultation on LGPS Pooling Consultation. Launched in July 2023 against a background of the Mansion House Reforms, the Consultation explored key areas on approaches to pooling, UK investment and future expectations. ACCESS Authorities undertook an extensive collective process of consideration and dialogue in producing a detailed Pool response. This has formed the basis for dialogue which continued after the Government's own response at the November 2023 Autumn statement and into the Ministerial Roundtables of late Spring 2024. It is a dialogue we look forward to continuing with the new Government and MHCLG Ministers and colleagues.

One aspect of our evidence ACCESS submitted to Government was the findings of work undertaken by Dr Chris Sier at ClearGlass. Based on Cost Transparency Initiative data, his team of specialists produced an analysis of fees paid by ACCESS Authorities compared to those prevalent in the market. This concluded that across listed assets the ACCESS pool delivers around £29m of annual savings (or 27%).

During the year the Joint Committee approved two appointments following procurements which used the National LGPS Frameworks. As consequences, PIRC are now advising our Pool on ESG / RI matters and Tavistock are now the Communications partner for ACCESS. We look forward to working with both organisations and building on the achievements made to date.

In closing I would like to thank my fellow ten Joint Committee members, each representing their respective Authorities, along with the Officers who support them, and the ACCESS Support Unit (ASU).



**Clr Mark Kemp-Gee**  
Chairman of the ACCESS Joint Committee  
**Chairman of the Hampshire Pension Fund Committee and Board**



**Hampshire**

# Introduction

## It has been another busy and fulfilling year supporting the ACCESS Pool.

2023/24 saw a number of key developments to further increase the asset classes covered by ACCESS and therefore expand the investment opportunity set of our 11 LGPS Authorities.

Our Implementation Adviser for non-listed assets, Apex, undertook a Property procurement process which concluded in 2023. The outcome of which is that CBRE will undertake both UK Core and Global Real Estate mandates. In addition, following a review, Apex recommended the AVIVA Lime Fund for Long Lease domestic Real Estate. As a consequence during 2023/24 property investment totalling £2.2bn switched to these Pooled arrangements. Additional Real Estate investment is anticipated, and a search is underway on Social Housing whilst work is being undertaken to explore the potential for investment in the Impact space.

Following a review of infrastructure opportunities undertaken by Mercer Consulting two funds: IFM and JPM have been designated as Pool-Aligned with a combined ACCESS investment of £1.7bn.

At the time of writing Apex concluded a Timber search which has resulted in JP Morgan Campbell and Stafford managing £800m in aggregate across two natural capital mandates.

Whilst much of our activity in the year has been around developing the non-listed part of our Pool, we now have 5 year performance data for our first 8 actively managed sub-funds. Collectively this blend of Global and UK equities have produced an annualised return of 9.8% against a benchmark of 8.9%. LGPS Authorities are, of course, long term investors, however a sustained annualised outperformance of 0.9% over our initial 5 years represents a significant milestone on our journey.

During the last year ACCESS and ACS Operator Waystone have rethought Pool Investor Days. What had tended to centre on presentations has now become a blend of debate, analysis and informal interaction. At events in November 2023 and June 2024, London venues have combined time and space for networking with both Waystone and their appointed ACS Investment Managers, along with formal sessions on markets, LGPS developments, RI expectations and geopolitical risk factors. The revised format has maximised engagement for delegates including s101 Committee Members, Local Pension Board Members, s151 officers and LGPS officers.

I would like to thank my ASU colleagues, the technical leads and the officers of the Authorities for their enthusiasm, support and hard work towards the continued progress of the Pool.

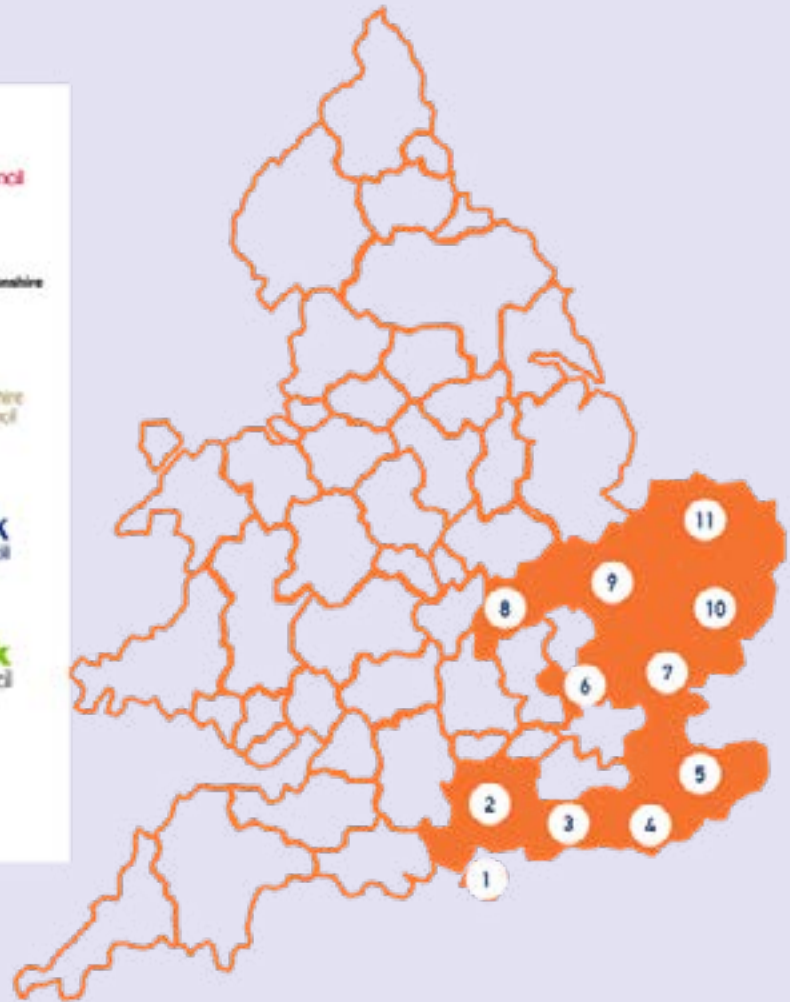


**Kevin McDonald**  
Director - ACCESS Support Unit










# ACCESS Authorities profile

1		7	 Essex County Council
2	 Hampshire County Council	8	 West Northamptonshire Council
3	 west sussex county council	9	 Cambridgeshire County Council
4	 East Sussex County Council	10	 Suffolk County Council
5	 Kent County Council	11	 Norfolk County Council
6	 Hertfordshire		



## Key Statistics

Assets		
 <b>£12bn</b> passively managed with UBS	 <b>£1.7bn</b> in infrastructure	 <b>£45bn</b> (70%) of assets within Pooled arrangement
 <b>£2.2bn</b> in Real Estate	 <b>£29bn</b> actively managed in ACS sub-funds (= c.92% if listed assets pooled)	
Performance		
<b>+9.8%</b> <b>Return</b> on active listed assets annualised over 5 years	<b>+8.9%</b> <b>Benchmark</b> on active listed assets annualised over 5 years	<b>+0.9%</b> <b>Outperformance</b> on active listed assets annualised over 5 years
People and employers		
 <b>3,500</b> employers	 <b>1.2m</b> scheme members	
Cost & savings since inception		
<b>£129.739 million</b> <b>Gross savings</b>	<b>£35.454 million</b> <b>Costs</b>	<b>£94.285 million</b> <b>Net savings</b>

# ACCESS Background and Governance

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## Background

ACCESS (A Collaboration of Central, Eastern and Southern Shires) is made up of eleven Local Government Pension Schemes (LGPS) Administering Authorities: Cambridgeshire County Council; East Sussex County Council; Essex County Council; Hampshire County Council; Hertfordshire County Council; Isle of Wight Council; Kent County Council; Norfolk County Council; Northamptonshire County Council (West Northamptonshire from 1 April 2021); Suffolk County Council and West Sussex County Council in response to the Governments pooling agenda across the LGPS. The first ACCESS Inter Authority Agreement was signed in late June 2017.

The ACCESS Administering Authorities are committed to working together to optimise benefits and efficiencies on behalf of their individual and collective stakeholders, operating within a clear set of objectives and principles that drives the decision-making process.

## Governance

Strategic oversight and scrutiny responsibilities remain with the Administering Authorities as does all decision making on their individual Funds asset allocation and the timing of transfers of assets from each Fund into the arrangements developed by the ACCESS Pool.

The Joint Committee (JC) has been appointed by the eleven Administering Authorities under s102 of the Local Government Act 1972, to exercise specific functions in relation to the pooling of LGPS assets. The JC's functions include the specification, procurement, recommendation of appointment of pool Operators (for active asset management) and pool-aligned asset providers (for passive asset management), to the Administering Authorities. The Joint Committee also reviews ongoing performance.

The Section 151 Officers of ACCESS Authorities provide advice to the Joint Committee in response to its decisions to ensure appropriate resourcing and support is available to implement the decisions and to run the ACCESS Pool.

The Joint Committee is further supported by the Officer Working Group (OWG) and the ACCESS Support Unit (ASU). The Officer Working Group consists of officers with specialist LGPS investment skills, identified by each of the Administering Authorities whose role is to provide a central resource for advice, assistance, guidance and support for the Joint Committee.

The ACCESS Support Unit (ASU) provides the day-to-day support for running the ACCESS Pool and has responsibility for programme management, contract management and supplier relationship, administration and technical support services. 2020/21 saw the approval of two additional roles to increase support capacity of the ASU which is hosted by Essex County Council. Appointments were made to these positions in March 2021 and July 2021. These roles are also supplemented with additional technical support from Officers within the ACCESS Authorities.

## Pooling Progress

### The Operator: Waystone

Appointed in 2018, Waystone (formally Link Fund Solutions Ltd), provide the pooled operator service, overseeing an Authorised Contractual scheme for the sole use of ACCESS Authorities. Waystone are responsible for establishing and operating an authorised contractual scheme along with the creation of a range of investment sub-funds for active listed assets and the appointment of the investment managers to those sub-funds. This is designed to enable Administering Authorities to execute their asset allocation strategies.

### Pool Aligned Assets:

UBS were appointed following a joint procurement in 2017, UBS act as the ACCESS Authorities' investment manager for passive assets. JP Morgan and IFM were approved in 2024 to provide open ended infrastructure investments to the Pool. Aviva were appointed in 2024 to provide long lease real estate investments and CBRE have been appointed to provide UK and Global Property investments.

### Progress on Pooling

ACCESS submitted its pooling proposal to Government in July 2016 with detailed plans for establishing and moving assets into the pool. Included in the proposal was an indicative timeline of when assets will be pooled, and ACCESS has continued to make excellent progress against the principal milestone of having **£29.5 billion** assets pooled and estimated savings of **£19.9 million** by March 2024 exceeding the assets pooled by **£4 billion** and the savings by **£8 million**.

An additional £1.250 billion has been committed to investments in the Pool for 2024/25.

As at 31 March 2024, **70%** of assets have been pooled:

Pooled Investments	£ Billion
Global Equity Funds	16.269
UK Equity Funds	1.987
Emerging Markets Equity Funds	0.767
Diversified Growth	1.162
Fixed Income	8.668
Passive Investments	11.989
Infrastructure	1.711
Real Estate	2.171
<b>Total Pooled Investments</b>	<b>42.724</b>

The passive investment funds are held on a pool governance basis under one investment manager as these assets are held in life fund policies, which cannot be held within an authorised contractual scheme.

# Performance and Objectives

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## Key milestones achieved in 2023/24

- Approval and launch of a range of sub-funds reflecting the strategic asset allocation needs of the ACCESS Funds.
- Work with CBRE to implement the property mandates.
- Pool alignment of infrastructure funds
- Procurement and implementation of long lease real estate.
- Procurement of timberlands mandate
- Preparation for, and the commencement of the procurement of the operator services
- Implementation of outcomes from third party review.
- Commencement of Responsible Investment reporting support for the Pool.
- Additional resources appointed to the ASU to support the activities of the ACCESS Pool.

## Objectives for 2024/25

ACCESS is well placed to continue to develop the pool and progress will continue. It is anticipated that 2024/25 will see key activities within the following themes:

- Complete the implementation of outcomes from third party review.
- Procurement of the operator services.
- Review the arrangements of Local Pension Board observers at Joint Committee meetings.
- Implementation of private equity and private debt solutions established by Apex.
- Submission of UK Stewardship Code application.
- Implementation of reviewed voting guidelines



## Savings

### Expected v Actual Costs and Savings

The table below summarises the financial position for 2023/24 along with the cumulative position since the commencement of ACCESS activity in early 2016.

A budget for ongoing operational costs is set by the Joint Committee and is financed equally by each of the eleven Authorities. 2023/24 saw a slight overspend, primarily due to higher than anticipated costs of external advice combined with an underspend in the technical lead recharge costs.

	2023-2024		2016-2024	
	Actual In Year £' Million	Budget In Year £' Million	Actual Cumulative to date £' Million	Budget Cumulative to date £' Million
Set Up Costs	-	-	1.824	1.400
Transition Costs	-	-	3.338	6.907
Ongoing Operational Costs	1.608	1.559	6.900	9.254
Operator & Depositary Costs	5.264	5.771	23.392	26.709
<b>Total Costs</b>	<b>6.872</b>	<b>7.330</b>	<b>35.454</b>	<b>44.270</b>
<b>Pool Fee Savings</b>	<b>30.794</b>	<b>19.900</b>	<b>129.739</b>	<b>85.450</b>
<b>Net Savings Realised</b>	<b>23.922</b>	<b>12.570</b>	<b>94.285</b>	<b>41.180</b>

Operator and depositary fees are payable by each Authority in relation to assets invested within the Authorised Contractual Scheme established by Waystone as pool operator.

The 2023/24 fee savings have been calculated using the CIPFA price variance methodology and based on the average asset values over the year. This approach highlights the combined level of investment fee savings, across all ACCESS Authorities stemming from reduced charges.

In summary, since inception ACCESS has demonstrated excellent value for money, maintaining expenditure broadly in line with the MHCLG submission whilst delivering an enhanced level of savings ahead of the timeline contained in the original proposal.

# Environmental, Social and Governance (ESG) and Responsible Investment (RI)

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The ACCESS Authorities believe in making long term sustainable investments whilst integrating environmental and social risk considerations, promoting good governance and stewardship.

Whilst the participating authorities have an overriding fiduciary and public law duty to act in the best long-term interests of their LGPS stakeholders to achieve the best possible financial returns, with an appropriate level of risk they also recognise the importance of committing to responsible investment alongside financial factors in the investment decision making process.

ACCESS has reviewed its own ESG/RI guidelines to reflect both the requirements of the Authorities and the expectations associated with this fundamental aspect of institutional investment.

PIRC have been appointed to provide advice on future appropriate reporting requirements to provide transparency to stakeholders, monitor adherence to the Guidelines and inform discussion on ESG/RI matters.

The ACCESS pool has a set of voting guidelines which seeks to protect and enhance the value of its shareholdings by promoting good practice in the corporate governance and management of those companies.

The voting guidelines sets out the principles of good corporate governance and the means by which ACCESS will seek to exercise its influence on companies. During the year ACCESS voted at 2,614 meetings on 37,483 resolutions and UBS voted at 11,577 meetings on 134,800 resolutions on ACCESS investments held with them.



**Clr Mark Kemp-Gee**

Chairman of the ACCESS Joint Committee

Chairman of the Hampshire Pension Fund Panel & Board

# Risk Management and Internal Controls

## Risk Management

The Fund's objectives and associated risks have been set by the Essex Pension Fund Strategy Board (PSB).

The PSB ensure the risks are managed in line with ECC's arrangements for managing risks and in accordance with ECC's Risk Management Strategy. The PSB ensure that the Risk Register is reviewed and updated in line with the guidance issued and reflects best practice in the identification, evaluation and control of risks in order to ensure that key risks are recognised and are managed to a tolerable level.

The risks recorded have been split across five key areas: Governance; Funding; Investments; Administration; and Communication.

The fund has an agreed Cyber Risk Policy. This Policy provides an overview, with reference to other key documents, on how Essex Pension Fund, protects Scheme Members, Employers and assets against Cyber Crime.

All risks within the key areas have been identified and assessed in terms of its impact on the Fund, its employers and reputation of the Fund, PSB and ECC as the Administering Authority, along with the likelihood of the risk occurring.

All risks have assigned control measures and owners.

## Investment Risk

Investment risk and performance is regularly monitored and reviewed by the Fund's officers. The Essex Pension Fund Investment Steering Committee (ISC) reviews investment performance on a quarterly basis with the assistance of its investment advisers, Hymans Robertson LLP and Mark Stevens, Independent Investment Adviser.

### ACCESS Pool Risk Register

The ACCESS Pool has a detailed Risk Register that is reviewed on a quarterly basis by the ACCESS s151 officers, Officer Working Group and reported to the Joint Committee. The Risk Register covers all aspects of ACCESS activity including pool governance, the ACS operator, sub-fund establishment and implementation and Environmental, Social and Governance/Responsible Investment.

### Systems of internal control

ECC's statement of accounts, including the accounts of the Fund, is subject to external audit by EY who produce an audit opinion on the Council's accounts. The auditors produce a separate opinion on the Fund's financial statements and an opinion that the Fund annual report is consistent with the Fund's financial statements.

The Fund is also subject to an internal review by the Council's internal auditors on the robustness of the Fund's systems, procedures and controls. Internal Audit undertake two reviews annually in accordance with the agreed Audit Plan:

- Essex Pension Fund - Administration; and
- Essex Pension Fund - Funding and Investments.

Both reviews received a 'Good Assurance' opinion which means there is a sound system of internal control designed to achieve the objectives of the system/process and manage the risks to achieving those objectives. Recommendations will normally only be of Low risk rating. Any Moderate recommendations would need to be mitigated by significant strengths elsewhere. However, of the 2023/24 internal audit outcomes, no recommendations were made.

## Risk Management and Internal Controls

The Fund also obtains assurance over the systems and internal controls operated by its investment managers, custodian, and other key third party suppliers, by obtaining relevant audited internal control reports. The table below lists the results for 2023/24:

Third Parties	Audit Opinion - Internal Controls	Action taken by Fund
<b>Fund Manager</b>		
Alcentra	Unqualified	None
Aviva Investors	Unqualified	None
Hamilton Lane	Unqualified	None
J.P. Morgan Asset Management	Unqualified	None
IFM	Unqualified	None
Partners	Unqualified	None
Permira	Unqualified	None
Stafford	Unqualified	None
UBS Asset Management (UK) Ltd	Unqualified	None
Waystone Asset Solutions	Unqualified	None
<b>Custodian</b>		
Northern Trust	Unqualified	None
<b>Actuary</b>		
Barnett Waddingham	Unqualified	None

## SECTION 2

## Governance and Training



# Essex Pension Fund

## Business Plan 2024/25 - 2026/27

March 2024





## Introduction

This Business Plan explains how the Essex Pension Fund ‘the Fund’ intends to develop and improve its services over the next three years.

It enables the Fund to focus on its key priorities, the achievement of its objectives and assists Stakeholders in their understanding of how they contribute to the overall success of the Fund.

## Strategic Goals of the Fund

The strategic goals of the Fund are detailed below:





## The Fund's Priorities

The Fund's priorities for the three years 2024/25 to 2026/27 are linked to the five key areas of business: Governance; Funding; Investments; Administration; and Communications. The following sections outline: the Fund's objectives; area of activity, including strategic Business as Usual (BAU); financial; staff resource and third party support requirements; and training required to deliver the outcomes of the Business Plan.







## Governance



## Objectives

We aim to:

- Provide a high-quality service whilst maintaining Value for Money;
- Ensure compliance with the LGPS regulations, other relevant legislation and The Pensions Regulator's Codes of Practice;
- Ensure the Fund is managed and its services delivered by people who have the appropriate knowledge and expertise;
- Evolve and look for new opportunities, ensuring efficiency at all times;
- Act with integrity and be accountable to our stakeholders;
- Understand and monitor risk and compliance;
- Continually measure and monitor success against our objectives; and
- Ensure the confidentiality, integrity and accessibility of the Fund's data, systems and services is protected and preserved.

# Essex Pension Fund Business Plan



Area of Activity including strategic BAU	2024/25	2025/26	2026/27
<b>Policies and Publications</b>			
Business Plan & Budget	Annual	Annual	Annual
Governance Policy and Compliance Statement	-	-	Review
Terms of Reference for PSB/ISC/PAB	Annual	Annual	Annual
Policy for the Recording and Reporting Breaches of the law	-	-	Review
Conflict of Interest Policy	-	Review	-
Risk Management Strategy	Review	-	-
Business Continuity Policy	Review	-	-
Business Continuity Plan (including Cyber security) and Testing	Ongoing	Ongoing	Ongoing
Cyber Policy (including TPR Cyber Guidance)	Review	-	-
Stakeholder Engagement Strategy including Equality, Diversity and Inclusion (EDI)	Review	-	-
Members' knowledge and understanding - Knowledge and Skills Strategy	-	Potential Review	-
Members' knowledge and understanding - Training Plan and Training Needs Analysis	-	Potential Review	-
Statement of Accounts including compliance with CIPFA requirements (including compliance with any new requirements)	Annual	Annual	Annual
PAB Workplan	Annual	Annual	Annual
PSB and PAB Member Appointments	As required	As required	As required
Electoral / Succession Planning for PSB/ISC Members	Implement	-	-



Area of Activity including strategic BAU	2024/25	2025/26	2026/27
<b>Reviews</b>			
Fund's Strategic Objectives	As required	As required	As required
Governance Review and Effectiveness Survey	-	-	Review
LGPS Reform / Consultations / Changes to the Scheme	Ongoing	Ongoing	Ongoing
Scheme Advisory Board (SAB) Good Governance Project outcomes	Expected	Review	Implement
The Pensions Regulator General Code of Practice	Review	Implement	BAU
AVC Review	As required	Review	As required
<b>Procurements</b>			
Independent Governance & Administration Adviser (IGAA) Review	-	Retender Preparation	Retender Implementation

## Internal Staff Resources and Support from Third Party Suppliers

To deliver the above activities and BAU, the internal staff resources and support from third party suppliers are as follows:

Internal Staff Resources	FTE*
Director for Essex Pension Fund	0.60
Investment Team	0.40
Funding Team	0.50
Compliance Team	3.00
Administration Team	0.25
Technical Team	0.10
Systems Team	0.25
<b>Total</b>	<b>5.10</b>

\*These are estimated figures and are subject to change.



## Support from Third Party Suppliers

External Third Party Support
Aon - Independent Governance Administration Adviser (IGAA)
Barnett Waddingham LLP - Fund Actuary
Hymans Robertson LLP - Institutional Investment Consultant (IIC)
Mark Stevens - Independent Investment Adviser (IIA)

## Budget

To deliver the above activities in 2024/25, the budget allocated for third party support is £380k.

## Training

Training offered/delivered to our Committee/Board Members to increase knowledge, enabling robust decision making:

Training	2024/25	2025/26	2026/27
Formal Induction/Refresher training to ensure the PSB/ISC can carry out its role as decision maker	As required	As required	As required
Formal Induction/Refresher training to ensure the PAB can carry out its role	As required	As required	As required
EPF Training Modules	As required	As required	As required
Review of PSB and PAB Training Provision	As required	Possible review	As required
Relevant LOLA Modules covering CIPFA and TPR General Code of Practice	Ongoing	Ongoing	Ongoing
PLSA LA Conference	Annual	Annual	Annual
LGPS Governance Conference	Annual	Annual	Annual
Attendance at training days for Board Members	As required	As required	As required
Any other Governance training as necessary	As required	As required	As required



## Funding



## Objectives

We aim to:

- Recognise in drawing up its funding strategy the desirability of Employer contribution rates that are as stable as possible;
- Prudently set levels of Employer contributions that aim to achieve a fully funded position in the timescales determined in the Funding Strategy Statement;
- Manage Employers' liabilities effectively, having due consideration of each Employer's strength of covenant, by the adoption, where necessary, of Employer specific funding objectives;
- Ensure consistency between the investment strategy and funding strategy;
- Maintain liquidity in order to ensure benefits can be met as and when they fall due over the lifetime of the Fund; and
- Adopt appropriate measures and approaches to reduce the risk, as far as possible, to the Fund, other Employers and ultimately the tax payer from an Employer defaulting on its pension obligations to minimise unrecoverable debt on termination of Employer participation.



Area of Activity including strategic BAU	2024/25	2025/26	2026/27
<b>Policies and Publications</b>			
Actuarial Valuation	As required	Triennial	As required
<b>Reviews</b>			
Actuarial Valuation	-	Triennial	Implement
Employer Risk Exercise	Ongoing	Ongoing	Ongoing
Longevity Analysis of Fund	-	Triennial	-
Interim Funding review	Annual	-	Annual
Employing Authority discretions and delegations	As required	As required	As required
McCloud Preparation/Implementation	Implement*	BAU*	BAU*
Employer Training Webinars	Ongoing	Ongoing	Ongoing
<b>Procurements</b>			
Actuarial Contract review	-	Retender preparation	Retender Implementation

\*In line with Regulatory Change and pending relevant Guidance



## Internal Staff Resources and Support from Third Party Suppliers

To deliver the above activities and BAU, the internal staff resources and support from third party suppliers are as follows:

Internal Staff Resources	FTE*
Director for Essex Pension Fund	0.10
Investment Team	-
Funding Team	5.80
Compliance Team	0.10
Administration Team	-
Technical Team	0.30
Systems Team	0.75
<b>Total</b>	<b>7.05</b>

\*These are estimated figures and are subject to change.

## Support from Third Party Suppliers

External Third Party Support
Barnett Waddingham LLP - Fund Actuary
Dun & Bradstreet - Employer Risk Analysis
Hymans Robertson LLP - Institutional Investment Consultant (IIC)

## Budget

To deliver the above activities in 2024/25, the budget allocated for third party support is £160k.



## Training

Training offered/delivered to our Committee/Board Members/Fund Employers to increase knowledge, enabling robust decision making:

Training	2024/25	2025/26	2026/27
Formal Induction/Refresher training to ensure the PSB/ISC can carry out its role as decision maker	As required	As required	As required
Formal Induction/Refresher training to ensure the PAB can carry out its role	As required	As required	As required
Actuarial Valuation training	-	Triennial	-
Funding Strategy Statement training	-	Triennial	-
Interim Valuation training	Annual	-	Annual
EPF Training Modules	As required	As required	As required
Any other Employer/Funding training as necessary	As required	As required	As required
Employer Forum/Webinar	As required	As required	As required

## On the Horizon

- Cost Cap Mechanism
  - ◇ potential work for the Fund to revisit contribution rates and/or benefit changes back to 2019. SAB proposals included lower contribution rates for lower earners and a £75k minimum death-in-service death grant. The Government has been taken to court for including remedy costs in the mechanism, therefore making Scheme Members pay for the Government's age discrimination.

\*Any projects listed under 'On the Horizon' that are formally published throughout the year will be added to the Quarterly Pension Fund Activity Report presented to the PSB.





## Investments



## Objectives

We aim to:

- Maximise the returns from investments within reasonable risk parameters;
- Ensure the Fund's investments are properly managed before, during and after pooling is implemented; and
- Ensure investment issues are communicated appropriately to the Fund's stakeholders.

# Essex Pension Fund Business Plan



Area of Activity including Strategic BAU	2024/25	2025/26	2026/27
<b>Policies and Publications</b>			
Investment Strategy Statement review including Responsible Investment (RI) Policy	As required	As required	Triennial
Reporting on RI	Annual	Annual	Annual
Investment Managers Engagement Strategy	Review	Ongoing	Ongoing
<b>Reviews</b>			
Treasury Management Strategy	Annual	Annual	Annual
Review of Cashflow Management	Review	Potential Implementation	-
Strategic Asset Allocation (including Impact Investing)	Biannual	Biannual	Biannual
Asset/Liability Study (Total Fund Assessment)	-	-	Triennial
ACCESS Collaboration (pooling of illiquids as and when suitable solutions are available)	Ongoing	Ongoing	Ongoing
Individual Manager review (on an exceptional basis)	Quarterly	Quarterly	Quarterly
CEM Benchmarking/Cost Transparency	Annual	Annual	Annual
Signatory of the Financial Reporting Council (FRC) UK 2020 Stewardship Code	Annual	Annual	Annual
Annual review of all investment managers' compliance with the Fund's RI and Stewardship Policy	Ongoing	Ongoing	Ongoing
Climate Change Policy Objectives and Metrics (Task Force for Climate related Financial Disclosures (TCFD))	Annual	Annual	Annual
Policy and Metrics for Taskforce on Nature-related Financial Disclosures (TNFD)	Exploration	Potential Implementation	-
Net Zero Journey Plan	Implement	Ongoing	Ongoing
Voting Policies (in line with ACCESS)	Develop	Implement	-
Annual Investment Scorecard	Annual	Annual	Annual



Area of Activity including Strategic BAU	2024/25	2025/26	2026/27
<b>Procurements</b>			
Institutional Investment Consultant review	-	Retender Preperation	Retender Implementation
Institutional Investment Consultant – CMA review	Annual	Annual	Annual
Independent Investment Adviser review	Retender	-	-
External RI Adviser Exploration	Potential Implementation	-	-

## Internal Staff Resources and Support from Third Party Suppliers

To deliver the above activities and BAU, the internal staff resources and support from third party suppliers are as follows:

Internal Staff Resources	FTE*
Director for Essex Pension Fund	0.10
Investment Team	3.50
Funding Team	-
Compliance Team	0.10
Administration Team	-
Technical Team	0.10
Systems Team	0.20
<b>Total</b>	<b>4.00</b>

\*These are estimated figures and are subject to change.

## Support from Third Party Suppliers

External Third Party Support
Hymans Robertson LLP - Institutional Investment Consultant (IIC)
Mark Stevens - Independent Investment Adviser (IIA)
Northern Trust - The Fund's Global Custodian
Barnett Waddingham LLP - Fund Actuary
Waystone - ACCESS



## Budget

To deliver the above activities in 2024/25, the budget allocated for third party support is £1.10m\*.

\*includes participation within ACCESS

## Training

Training offered/delivered to our Committee/Board Members to increase knowledge, enabling robust decision making:

Training	2024/25	2025/26	2026/27
Formal Induction/Refresher training to ensure the PSB/ISC can carry out its role as decision maker	As required	As required	As required
Formal Induction/Refresher training to ensure the PAB can carry out its role	As required	As required	As required
Bite size Training by Asset Class	Quarterly	Quarterly	Quarterly
Investment Strategy Statement Training	-	-	Triennial
Responsible Investment Training	Ongoing	Ongoing	Ongoing
Asset / Liability Study Training	-	-	Triennial
Review Investment Management Fees / Cost Transparency	Annual	Annual	Annual
Market Commentary	Quarterly	Quarterly	Quarterly
Treasury Management (Cash Flow) Training	As required	As required	As required
EPF Training Modules	As required	As required	As required
LAPFF Members' Meetings	Quarterly	Quarterly	Quarterly
LAPFF Annual Conference	Annual	Annual	Annual
LGC Investments and Pensions Summit	Annual	Annual	Annual



Training	2024/25	2025/26	2026/27
LGC Investment Seminar	Annual	Annual	Annual
Investment & Training Seminar	-	Triennial	-
ACCESS Investor Days/Training Requirements in Relation to Pooling	Biannual	Biannual	Biannual
Any other investment training as necessary	As required	As required	As required

## On the Horizon

- Structural Reform of the LGPS: Pooling of Investments.
  - ◇ Working collaboratively with ACCESS (which is made up of 10 other local authorities) to pool the Fund's investments. Over the coming months ACCESS will be working towards establishing suitable solutions to pool the illiquid assets of the funds.
  - ◇ Reporting on private markets and levelling up as part of the outcome of the Next steps on investments Consultation.
  - ◇ Any other areas that are required (comply or explain approach) to the Next steps on investments Consultation.

\* Any projects listed under 'On the Horizon' that are formally published throughout the year will be added to the Quarterly Pension Fund Activity Report presented to the PSB.



## Administration



## Objectives

We aim to:

- Deliver a high quality, friendly and informative service to all beneficiaries and Employers at the point of need;
- Ensure contribution income is collected from the right people at the right time in the right amount;
- Ensure benefits are paid to the right people at the right time in the right amount; and
- Ensure the Fund Employers are aware of and understand their roles and responsibilities, and carry out their functions in line with legislation, guidance and the Fund's agreed policies and procedures.



Area of Activity including Strategic BAU	2024/25	2025/25	2026/27
<b>Policies and Publications</b>			
Administration Strategy	Review	-	-
Data / Data Retention Policy	Continued Development	Implement	-
<b>Review</b>			
LGPS Reform / Changes to Scheme / Planning for Administration changes	Ongoing	Ongoing	Ongoing
Pensions Single payments	Continued Implementation	-	-
Greater Digitalisation of the Fund including Member Online and Employer Online	Ongoing	Ongoing	Ongoing
Administering Authority Discretions	-	Review	-
McCloud Preparation/Implementation	Implement*	BAU*	BAU*
National Pensions Dashboard Legislation	Expected*	Implement*	BAU*
Monthly Returns Digital Transformation	-	Review	BAU

\* In line with Regulatory Change and pending relevant Guidance

## Internal Staff Resources and Support from Third Party Suppliers

To deliver the above activities, the internal staff resources and support from third party suppliers are as follows:

Internal Staff Resources	FTE*
Director for Essex Pension Fund	0.10
Investment Team	-
Funding Team	-
Compliance Team	0.50
Administration Team	34.50
Technical Team	3.00
Systems Team	11.80
<b>Total</b>	<b>49.90</b>

\*These are estimated figures and are subject to change.



## Support from Third Party Suppliers

### External Third Party Support

Aon - Independent Governance Administration Adviser (IGAA)

Civica - Administration System

Adare - Printing

Faraday - Tracing Bureau

Lexis Nexis - Tracing Agency

Barnett Waddingham LLP - Fund Actuary

## Budget

To deliver the above activities in 2024/25, the budget allocated for third party support is £1.01m.

## Training

Training offered/delivered to our Committee/Board Members/Fund Employers/Fund Members to increase knowledge, enabling robust decision making:

Training	2024/25	2025/26	2026/27
Formal Induction/Refresher training to ensure the PSB/ISC can carry out its role as decision maker	As required	As required	As required
Formal Induction/Refresher training to ensure the PAB can carry out its role	As required	As required	As required
Road Shows / Surgeries / Webinars	Ongoing	Ongoing	Ongoing
Monthly Return Workshops	As required	As required	As required
Employer Online Workshops	As required	As required	As required
EPF Training Modules	As required	As required	As required
Any other administration / regulatory training as necessary	As required	As required	As required





## On the Horizon

- Cost Cap Mechanism
  - ◇ potential work for the Fund to revisit contribution rates and/or benefit changes back to 2019. SAB proposals included lower contribution rates for lower earners and a £75k minimum death-in-service death grant. The Government has been taken to court for including remedy costs in the mechanism, therefore making Scheme Members pay for the Government's age discrimination.
- Goodwin
  - ◇ Due to the court cases and resulting scheme changes, survivor benefits will need to be revisited and recalculated when Regulations have been amended.
  - ◇ A consultation on Regulation changes is expected.
- National Minimum Pension Age
  - ◇ The increase in the National Minimum Pension Age to 57 in 2028 is likely to result in an increase in workload due to system changes and communications to Scheme Members.

\* Any projects listed under 'On the Horizon' that are formally published throughout the year will be added to the Quarterly Pension Fund Activity Report presented to the PSB.



## Communications



## Objectives

We aim to:

- Communicate in a friendly, expert and direct way to our stakeholders, treating all our stakeholders equally;
- Ensure our communications are useful and easy to follow;
- Deliver information in a way that suits all types of stakeholders including providing more accessibility through greater use of technology; and
- Aim for full appreciation of the pension scheme benefits and changes to the Scheme by all the Scheme Members, prospective Scheme Members and Employers.



Area of Activity including Strategic BAU	2024/25	2025/26	2026/27
<b>Policies and Publications</b>			
Communications Policy	-	Review	-
Stakeholder Engagement Strategy including Equality, Diversity and Inclusion (EDI)	Review	-	-
<b>Reviews</b>			
LGPS Reform / Communications of: Consultations / Changes to the Scheme	Ongoing	Ongoing	Ongoing
Greater Digitalisation of the Fund including the exploration of Electronic Communications / Strategy	Ongoing	Ongoing	Ongoing
McCloud Implications	Ongoing	BAU	BAU
New Website	Develop	Go Live	Ongoing
Digital Developments of Annual Benefit Statements	Annual	Annual	Annual
Fund Surveys	Ongoing	Review	Ongoing
<b>External Activities</b>			
Consultations (DLUHC, SAB, LGA etc)	As required	As required	As required
Board/Committee Task and Finish Groups	As required	As required	As required



## Internal Staff Resources and Support from Third Party Suppliers

To deliver the above activities, the internal staff resources and support from third party suppliers are as follows:

Internal Staff Resources	FTE*
Director for Essex Pension Fund	0.10
Investment Team	0.10
Funding Team	0.20
Compliance Team	1.30
Administration Team	0.25
Technical Team	-
Systems Team	1.00
<b>Total</b>	<b>2.95</b>

\*These are estimated figures and are subject to change.

## Support from Third Party Suppliers

### External Third Party Support

Aon - Independent Governance Administration Adviser (IGAA)

Barnett Waddingham LLP - Fund Actuary

Hymans Robertson LLP - Institutional Investment Consultant (IIC)

## Budget

To deliver the above activities in 2024/25, the budget allocated for third party support and website procurement is £100k



## Training

Training offered/delivered to our Committee/Board Members to enabling robust decision making:

Training	2024/25	2025/26	2026/27
Formal Induction/Refresher training to ensure the PSB/ISC can carry out its role as decision maker	As required	As required	As required
Formal Induction/Refresher training to ensure the PAB can carry out its role	As required	As required	As required
Ad hoc Communications Training	As required	As required	As required
Media training	As required	As required	As required
Website training	As required	As required	As required

## On the Horizon

- Goodwin
  - ◇ Due to the court cases and resulting scheme changes, survivor benefits will need to be revisited and recalculated when Regulations have been amended.
  - ◇ A consultation on Regulation changes is expected.
- National Minimum Pension Age
  - ◇ The increase in the National Minimum Pension Age to 57 in 2028 is likely to result in an increase in workload due to system changes and communications to Scheme Members.

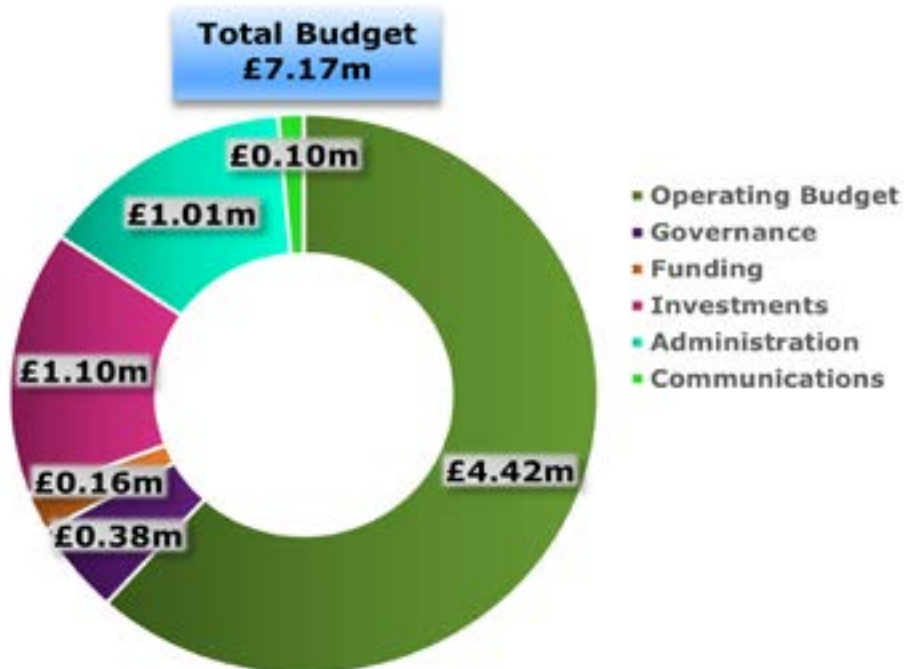
\* Any projects listed under 'On the Horizon' that are formally published throughout the year will be added to the Quarterly Pension Fund Activity Report presented to the PSB.



## Additional Information

### Budget

The 2024/25 operational and third party supplier support budget is shown below:



Third party suppliers/support provided by:

- Aon
- Barnett Waddingham
- Hymans Robertson
- Mark Stevens
- Civica
- Northern Trust
- Adare
- Faraday Tracing Bureau
- Lexis Nexis
- Waystone
- Dun & Bradstreet

\*Investments excludes Investment Management Fees and associated expenses

\*\*Investments section includes £155k which relates to the ACCESS Partnership arrangements



## Further Information

If you require further information about anything in or related to this Business Plan, please contact:

**Jody Evans, Director for Essex Pension Fund**

**Email:** [Compliance.team@essex.gov.uk](mailto:Compliance.team@essex.gov.uk)

Essex Pension Fund  
Seax House  
Chelmsford  
Essex  
CM1 1QH

# Business Plan Deliverables 2023/2024

## Governance



## Objectives

We aim to:

- Provide a high-quality service whilst maintaining Value for Money;
- Ensure compliance with the LGPS regulations, other relevant legislation and The Pensions Regulator's Codes of Practice;
- Ensure the Fund is managed and its services delivered by people who have the appropriate knowledge and expertise;
- Evolve and look for new opportunities, ensuring efficiency at all times;
- Act with integrity and be accountable to our stakeholders;
- Understand and monitor risk and compliance;
- Continually measure and monitor success against our objectives; and
- Ensure the confidentiality, integrity and accessibility of the Fund's data, systems and services is protected and preserved.



## Business Plan Deliverables 2023/24

Area of Activity including strategic BAU	Status	Comments
Agree 2024/25 Business Plan & Budget		Complete.
Annual review of PSB/ISC/PAB Terms of Reference		Complete.
Business Continuity Plan (including Cyber security) and Testing		Activity complete for 2023/24. Continued testing of the Plan is scheduled throughout 2024/25.
Annual Statement of Accounts including compliance with CIPFA requirements		Complete.
Annual PAB Workplan		Complete.
PSB and PAB Member Appointments		Activity complete for 2023/24.
Fund's Strategic Objectives		Not applicable – no changes required.
LGPS Reform / Consultations / Changes to the Scheme		Activity complete for 2023/24.
Review of Governance Policy and Compliance Statement		Complete.
Review of Policy for Recording and Reporting Breaches of the Law		Complete.
Review of Knowledge and Skills Strategy		Complete.
Review of Members' Training Plan and Training Needs Analysis		Complete.
Participation in Hymans Robertson Knowledge and Skills Assessment		Complete.
Electoral / Succession Planning for PSB/ISC Members		Activity complete for 2023/24.
Scheme Advisory Board (SAB) Good Governance Project outcomes		Not applicable for 2023/24.
The Pensions Regulator (TPR) Code of Practice		Activity complete for 2023/24.
Independent Governance and Administration Adviser (IGAA) Contractual Review		Complete.

# Business Plan Deliverables 2023/24

## Funding



## Objectives

We aim to:

- Recognise in drawing up its funding strategy the desirability of Employer contribution rates that are as stable as possible;
- Prudently set levels of Employer contributions that aim to achieve a fully funded position in the timescales determined in the Funding Strategy Statement;
- Manage Employers' liabilities effectively, having due consideration of each Employer's strength of covenant, by the adoption, where necessary, of Employer specific funding objectives;
- Ensure consistency between the investment strategy and funding strategy;
- Maintain liquidity in order to ensure benefits can be met as and when they fall due over the lifetime of the Fund; and
- Adopt appropriate measures and approaches to reduce the risk, as far as possible, to the Fund, other Employers and ultimately the tax payer from an Employer defaulting on its pension obligations to minimise unrecoverable debt on termination of Employer participation.

## Business Plan Deliverables 2023/24

Area of Activity including strategic BAU	Status	Comments
Implementation of Acturial Valuation		Complete.
Employer Risk Exercise		Activity complete for 2023/24.
Exploration of Employer Risk Policy		Complete - no Policy required.
Interim Funding Review		Activity complete for 2023/24.
Employing Authority discretions and delegations		Activity complete for 2023/24.
McCloud Preparation/Implementation		Activity complete for 2023/24.
Employer Training Webinars		Activity complete for 2023/24.
Acturial Contractual Review		Complete.

# Business Plan Deliverables 2023/24

## Investments



### Objectives

We aim to:

- Maximise the returns from investments within reasonable risk parameters;
- Ensure the Fund’s investments are properly managed before, during and after pooling is implemented; and
- Ensure investment issues are communicated appropriately to the Fund’s stakeholders.

## Business Plan Deliverables 2023/24

Area of Activity including Strategic BAU	Status	Comments
Annual Reporting on Responsible Investment (RI)		Activity complete for 2023/24.
Investment Strategy Statement Review including RI Policy		Complete.
Annual review of Treasury Management Strategy		Activity complete for 2023/24. This was approved by the ISC at their 28 February 2024 meeting.
Review of Strategic Asset Allocation (including impact Investing)		Activity complete for 2023/24.
Asset Liability Study (Total Fund Assessment)		Complete.
Ongoing ACCESS collaboration		Activity complete for 2023/24.
Quarterly Individual Manager review (on an exceptional basis)		Activity complete for 2023/24.
Annual CEM Benchmarking/Cost Transparency		Activity complete for 2023/24.
Annual Signatory of the Financial Reporting Council (FRC) UK 2020 Stewardship Code		Complete.
Annual review of all investment managers' compliance with the Fund's RI and Stewardship Policy		Activity complete for 2023/24.
Review of Climate Change Policy Objectives and Metrics (Task Force for Climate related Financial Disclosures (TCFD))		Complete.
Exploration of PLSA Responsible Investment Quality Mark (RIQM)		No longer applicable for 2023/24.
Exploration and development of Voting Policies (in line with ACCESS)		Activity complete for 2023/24.
Review of Annual Investment Scorecard		Complete.
Institutional Investment Consultant Contractual Review		Complete.
Institutional Investment Consultant – CMA review		Activity complete for 2023/24.
Independent Investment Adviser Contractual Review		Complete.
External RI Adviser Exploration		Activity complete for 2023/24.

# Business Plan Deliverables 2023/24

## Administration



### Objectives

- Deliver a high quality, friendly and informative service to all beneficiaries and Employers at the point of need;
- Ensure contribution income is collected from the right people at the right time in the right amount;
- Ensure benefits are paid to the right people at the right time in the right amount; and
- Ensure the Fund Employers are aware of and understand their roles and responsibilities, and carry out their functions in line with legislation, guidance and the Fund's agreed policies and procedures.

## Business Plan Deliverables 2023/24

Area of Activity including Strategic BAU	Status	Comments
Development of a Data Retention Policy	Complete	Complete. Continued development planned during 2024/25.
LGPS Reform / Changes to Scheme / Planning for Administration changes	Complete	Activity complete for 2023/24.
Implementation of Pensions Single payments - Phase 1	Complete	Activity complete for 2023/24.
Greater Digitalisation of the Fund including Member Online, Employer Online and Retire Online	Complete	Activity complete for 2023/24.
McCloud Preparation/Implementation	Complete	Activity complete for 2023/24.
National Pensions Dashboard Legislation	Complete	Activity complete for 2023/24.
Implementation of Monthly Returns Digital Transformation	Complete	Activity complete for 2023/24.

# Business Plan Deliverables 2023/24

## Communications



### Objectives

We aim to:

- Communicate in a friendly, expert and direct way to our stakeholders, treating all our stakeholders equally;
- Ensure our communications are useful and easy to follow;
- Deliver information in a way that suits all types of stakeholders including providing more accessibility through greater use of technology; and
- Aim for full appreciation of the pension scheme benefits and changes to the Scheme by all the Scheme Members, prospective Scheme Members and Employers.



## Business Plan Deliverables 2023/24

Area of Activity including Strategic BAU	Status	Comments
LGPS Reform / Communications of: Consultations / Changes to the Scheme		Activity complete for 2023/24.
Greater Digitalisation of the Fund including the exploration of Electronic Communications		Activity complete for 2023/24.
McCloud Implications		Activity complete for 2023/24.
Commencement of the exploration of new Website Options		Activity complete for 2023/24.
Digital Developments of Annual Benefit Statements		Activity complete for 2023/24.
Explore new Website Options		Activity complete for 2023/24.
Consultations (DLUHC, SAB, LGA etc)		Activity complete for 2023/24.
Board/Committee Task and Finish Groups		Not applicable during 2023/24

# Knowledge and Skills Training

## Knowledge and Skills Strategy

The Public Service Pensions Act 2013 requires that members of Local Pensions Boards have an appropriate level of knowledge and understanding in order to carry out their role. The Fund has therefore developed a Knowledge and Skills strategy in meeting with this requirement.

The Fund's [Knowledge and Skills Strategy](#) is published on the Fund's website and has been developed in conjunction with the CIPFA Code of Practice on Public Sector Pensions Finance Knowledge and Skills, MiFID II, MHCLG Statutory Governance Guidance, The Pensions Act 2004 and The Pensions Regulator's Code of Practice. Progress against the two-year rolling training plan is reported at each PSB meeting with all areas of the plan completed as at 2023/24.

## Knowledge and Skills Training Received During 2023/24

To meet the training requirements of Board/Committee Members the Fund has carried out the following.

The Fund uses the CIPFA Pensions Knowledge and Skills framework (based on CIPFA's Code of Practice for LGPS,) along with the TPR's General Code of Practice, as well as understanding the need for appropriate knowledge and skills to allow professional status to be awarded for MiFID II purposes. The Fund follows a two-year rolling training plan, which, together with regular monitoring and reporting, aims to ensure all members receive the training necessary. The PSB approved the use of the LGPS Online Learning Academy (LOLA) during 2021 to assist the completion of the Two-Year Training Plan. The Training Plan is made up of 28 key areas ("Training Stars") that Board/Committee Members agreed to undertake training in and the significant achievement of this plan as at 31 March 2024 has been illustrated below:

The below stars show the 28 (17 in 2022/23) completed training areas for the Essex Pension Fund's Pension Strategy Board (PSB) and Investment Steering Committee (ISC) members during 2023/24:

★ 100% completed     
 ★ Partially completed     
 ★ Training to be undertaken



# Knowledge and Skills Training

The below stars show the 16 completed (other 12 not applicable) training areas for the Essex Pension Fund's Pension Advisory Board (PAB) and members during 2023/24:



Furthermore, all new Members of the Boards and Committee received induction training and PSB, ISC and PAB Members have undertaken a Training Needs Analysis ready for the implementation of the next iteration of the two-year Training Plan. The revised Training Strategy and new two-year Training Plan was approved by the PSB at their 20 March 2024 meeting.

# Essex Pension Fund

## SECTION 3

## Financial Performance



# Fund Trends and Financial Summary

## Financial Performance

Each financial year the Fund incurs expenditure and gains income as a result of performing its activities.

Below is a summary of the Fund's financial position over the last 5 years, broken down into main areas of expenditure and income.

	2019/20	2020/21	2021/22	2022/23	2023/24
<b>Value of fund at start of year</b>	£000	£000	£000	£000	£000
<b>Value of fund at start of year</b>	<b>7,027,288</b>	<b>6,627,625</b>	<b>8,739,136</b>	<b>9,645,581</b>	<b>9,668,507</b>
<b>Revenue Account for year:-</b>					
Members and employers contributions	252,492	313,726	292,325	314,322	348,313
Transfers in and other income	14,571	23,759	28,700	20,873	30,143
Benefits payable	(260,177)	(257,308)	(265,979)	(279,171)	(323,714)
Payments to and on account of leavers	(24,233)	(11,120)	(17,892)	(20,546)	(29,269)
<b>Net additions/ (withdrawals) from dealing with members</b>	<b>(17,347)</b>	<b>69,057</b>	<b>37,154</b>	<b>35,478</b>	<b>25,473</b>
Management expenses	(55,317)	(58,191)	(81,377)	(84,332)	(70,405)
<b>Net additions/ (withdrawals) including fund management expenses</b>	<b>(72,664)</b>	<b>10,866</b>	<b>(44,223)</b>	<b>(48,854)</b>	<b>(44,932)</b>
Investment income	109,811	96,539	125,896	162,153	183,190
Taxes on Income	(3,503)	(4,236)	(3,891)	(7,500)	(1,436)
Profit and losses on disposal of investments and changes in market value of investments	(433,307)	2,008,342	828,663	(82,873)	1,103,709
<b>Increase (decrease) in fund during year</b>	<b>(399,663)</b>	<b>2,111,511</b>	<b>906,445</b>	<b>22,926</b>	<b>1,240,531</b>
<b>Value of fund at end of year</b>	<b>6,627,625</b>	<b>8,739,136</b>	<b>9,645,581</b>	<b>9,668,507</b>	<b>10,909,038</b>

The fund has increased in value in each of the last 4 financial years following 2019/20 (overall increase March 2020 to March 2024 – 64.6%). The fund decreased in value in 2019/20, mainly due to the negative impact of COVID-19 on the market value of its investments.

## Fund Trends and Financial Summary

Member and employer contributions and benefits payable are related to the number of pension contributors and pensioners there are in each financial year. The table below reflects these relationships.

	2019/20	2020/21	2021/22	2022/23	2023/24
<b>Value at 31 March (£000)</b>	6,627,625	8,739,136	9,645,581	9,668,507	10,909,038
<b>Number of Contributors</b>	57,498	54,568	57,104	59,160	58,853
<b>Contributions (£000)</b>	252,492	313,726	292,325	314,322	348,313
<b>Number of Pensioners</b>	44,682	46,210	48,248	49,770	52,142
<b>Benefits Paid (£000)</b>	260,177	257,308	265,979	279,171	323,714

The number of contributors has increased by **2.4%** over the last five years, and the number of pensioners have increased by **16.7%** over the same period.

### Pension Contributions

Essex Pension Fund requires employers to pay pension contributions within 19 days of the end of the month in which the amount was deducted from the earnings. The table below shows the percentage of employer pension contributions received on time/late in the 2023/24 financial year.

Quarter	April - June	July - September	October - December	January - March
Percentage employers received on time	99.9%	98.6%	99.6%	99.9%
Percentage employers received late	0.1%	0.4%	0.4%	0.1%
Percentage cash received on time	99.1%	99.6%	98.7%	99.1%
Percentage cash received late	0.9%	0.4%	1.3%	0.8%

### Pension Overpayments

The table below analyses the pension overpayments identified through the Fund's participation in the National Fraud Initiative (NFI) exercises. The NFI is the matching of electronically held data between public and private sector bodies to prevent and detect fraud and error.

Year	Overpayment	Recovered	Written Off	Balance Outstanding
2021-22	£10,868.07	£6,480.36	-	£4,387.71
2022-23	£27,029.84	£13,758.69	-	£13,271.15
2023-24	£33,767.08	£12,500.73	£130.64	£21,135.71

## Budget Performance

Overall, there was a slight underspend for 2023/24 vs the agreed Essex Pension Fund budget which was set out at the beginning of the financial year. The actual amount spent by Essex Pension Fund was £6.23m and the budget was £6.48m, which is an underspend of £0.25m. The below table shows a breakdown of this underspend:

£m	Budget	Actual	(Underspend)/ Overspend	Underspend/ (Overspend) %	Actual %	Overall Budget
Operating Budget	£4.02	£3.94	(£0.08)	2.0%	98.0%	62.1%
Governance	£0.32	£0.28	(£0.04)	12.5%	87.5%	4.9%
Funding	£0.11	£0.07	(£0.04)	36.4%	63.6%	1.7%
Investments	£1.01	£0.96	(£0.05)	5.0%	95.0%	15.6%
Administration	£0.92	£0.97	£0.05	(5.4%)	105.4%	14.2%
Communication	£0.10	£0.01	(£0.09)	90.0%	10.0%	1.5%
<b>EPF Budget</b>	<b>£6.48</b>	<b>£6.23</b>	<b>(£0.25)</b>	<b>3.9%</b>	<b>96.1%</b>	<b>100.0%</b>

This underspend in 2023/24 was largely driven by additional Service Level Agreement income, reduced Custodian fees and reduced Independent Governance Administration Adviser fees. These offset an overspend in Administration driven by unexpected additional McCloud work.

**SECTION 4**

**Statement of Accounts**





# Responsibilities for the Statement of Accounts

## The Authority's Responsibilities

The authority 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 Executive Director, Corporate Services;
- To manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets;
- To approve the statement of accounts.

## The Executive Director, Corporate Services Responsibilities

The Executive Director, Corporate Services is responsible for the preparation of the Fund's statement of accounts in accordance with proper practices set out in the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice on Local Authority Accounting in the UK.

In preparing this statement of accounts, the Executive Director, Corporate Services has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code of Practice on Local Authority Accounting;
- Kept proper accounting records which were up to date;
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

## Executive Director, Corporate Services Certificate

I certify that the Statement of Accounts on pages 74 to 126 has been prepared in accordance with proper practices and presents fairly the financial transactions of the Essex Pension Fund during the year ended 31 March 2024 and financial position of the Fund at that date of its assets and liabilities, other than liabilities to pay pensions and benefits after the year end.

**Nicole Wood**

**Executive Director, Corporate Services**



# Notes to the Accounts

The table below shows the Essex Pension Fund Account for the year ended 31 March 2024 and 31 March 2023:

2022/23		2023/24	
£000	Note	£000	£000
<b>Dealing with members and others directly involved in the Fund</b>			
<b>Income</b>			
(73,663)	9	(79,265)	
(240,659)	9	(269,048)	
(17,821)	9	(26,920)	
(3,052)		(3,223)	
<b>(335,195)</b>	<b>Total income</b>		<b>(378,456)</b>
<b>Expenditure</b>			
237,646	9	266,113	
35,146	9	48,530	
6,379	9	9,071	
20,546	9	29,269	
<b>299,717</b>	<b>Total expenditure</b>		<b>352,983</b>
(35,478)	<b>Net (additions)/withdrawals from dealings with members</b>		(25,473)
84,332	10		70,405
<b>48,854</b>	<b>Net (additions)/withdrawals including Fund Management expenses</b>		<b>44,932</b>
(162,153)	11	(183,190)	
82,873	12	(1,103,709)	
7,500		1,436	
<b>(71,780)</b>	<b>Net returns on investments</b>		<b>(1,285,463)</b>
(22,926)	<b>Net (increase)/decrease in the net assets available for benefits during the year</b>		<b>(1,240,531)</b>
<b>(9,645,581)</b>	<b>Opening net assets as at 1 April</b>		<b>(9,668,507)</b>
<b>(9,668,507)</b>	<b>Closing net assets as at 31 March</b>		<b>(10,909,038)</b>

# Notes to the Accounts

31 March 2023		31 March 2024	
£000	Note	£000	£000
	<b>Investments</b>		
	<b>12</b> Investment assets		
	Pooled Investments		
1,324,048	Fixed Income - ACCESS pooled fixed income funds	1,986,594	
2,562,441	Equities - ACCESS Unit life assurance policies	2,973,501	
2,175,693	Equities - ACCESS pooled global equity funds	2,223,271	
-	Equities -ACCESS Emerging Markets equity funds	364,786	
346,963	Equities - Emerging Markets ETF	-	
141,401	Indexed linked securities -ACCESS fund	194,485	
185,726	Property unit trusts	167,600	
21	Equities - market quoted	21	
606,134	Property	583,739	
487,572	Private equity	475,935	
996,279	Infrastructure	1,064,220	
341,308	Timber	365,386	
192,639	Private debt	225,342	
263,338	Cash/deposits	234,468	
6,099	Other Investment balances	7,677	
<b>9,629,662</b>			<b>10,867,025</b>
	Investment liabilities		
(173)	Other investment balances	(2,222)	
<b>(173)</b>			<b>(2,222)</b>
<b>9,629,489</b>	<b>Total net Investments</b>		<b>10,864,803</b>
	<b>14 Long term debtors</b>		
776	Contributions due from employers		539
	<b>14 Current assets and liabilities</b>		
	Current Assets		
20,401	Cash		24,525
26,045	Contributions due from employers and other current assets		29,815
<b>9,676,711</b>			<b>10,919,682</b>
	Current Liabilities		
(8,204)	Unpaid benefits and other current liabilities		(10,644)
<b>9,668,507</b>	<b>Net assets of the scheme available to fund benefits at the end of the reporting period</b>		<b>10,909,038</b>

The Fund's financial statements do not take account of liabilities to pay pensions and other benefits after the period end. The actuarial present value of promised retirement benefits is disclosed at Note 3.

# Notes to the Accounts

## 1 Background

### 1.1 General Description of the Fund

Under the Local Government Pension Scheme (LGPS) (Administration) Regulations 2008, Essex County Council is required to maintain a pension fund.

The Essex Pension Fund (“the Fund”) is part of the Local Government Pension Scheme and is administered by Essex County Council (“the Administering Authority”) which is the reporting entity for this pension fund.

Established by the Local Government Superannuation Regulations 1974 the scheme is governed by the Public Service Pensions Act 2013. The Fund is administered in accordance with the following secondary legislation:

- Local Government Pension Scheme (LGPS) Regulations 2013 (as amended);
- LGPS (Transitional Provisions, Savings and Amendment) Regulation 2014 (as amended); and
- LGPS (Management and Investment of Funds) Regulations 2016.

The Fund is a contributory defined benefit pension scheme to provide pensions and other benefits for its Essex County Council employees and those other Scheduled Bodies within its area. It is also empowered to admit the employees of certain other bodies, town and parish councils, educational establishments, contractors providing services transferred from scheduled bodies and community interest bodies. A complete list of the employers participating in the Fund is contained in Section 6 of this report. The Fund does not provide pensions for teachers, for whom separate arrangements exist. Uniformed police and fire staff are also subject to separate pension arrangements.

The Council has delegated its pension functions to the Essex Pension Fund Strategy Board (PSB) and Investment Steering Committee (ISC). Responsibility for the administration and financial management of the Fund has been delegated to the Executive Director, Corporate Services along with the Director for Essex Pension Fund.

Independent investment managers have been appointed to manage the investments of the Fund. The Fund also invests in private equity, infrastructure and timber through the use of limited partnerships. The ISC oversees the management of these investments and meets regularly with the investment managers to monitor their performance against agreed benchmarks. The ISC in turn reports to the Essex Pension Fund Strategy Board.

#### Regional Asset Pools

In response to the Government’s guidance and criteria on pooling investments issued in 2015, the Essex Pension Fund is working collaboratively with ten other like-minded LGPS Funds under the name of ACCESS (A Collaboration of Central, Eastern and Southern Shires).

In 2018 a joint procurement was undertaken by ACCESS for a passive provider, with UBS Asset Management appointed as the preferred provider. In addition, in March 2018 Link Solutions Limited (now Waystone Management UK Limited) was appointed to act as operator of the ACCESS’s Authorised Contractual Scheme (ACS). As at 31 March 2024 Waystone had launched 31 sub funds.

The Fund had transitioned **£9.083bn** into the ACCESS Pool as at 31 March 2024. **£4.575bn** was managed by Waystone, the Pool Operator including a **£874m** new investment in the 2023/24 financial year (one new asset was transitioned in 2022/23 totalling £425m). The remaining **£4.508bn** was under ACCESS Pool governance and managed by ACCESS’s passive provider. It is anticipated that during 2024/25 further investment will be made into illiquid solutions where available.

### 1.2 Membership

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

Organisations participating in the Essex Pension Fund include:

- Scheduled bodies, which are local authorities and similar bodies whose staff are automatically entitled

# Notes to the Accounts

to be members of the Fund;

- Admitted bodies, which are other organisations that participate in the Fund under an admission agreement between the Fund and the relevant organisation. Admitted bodies include voluntary, charitable and similar bodies or private contractors undertaking a local authority function following outsourcing to the private sector.

There are 796 active employer organisations within Essex Pension Fund including the county council itself.

Membership details are set out below:

31 March		31 March
2023		2024
59,160	Contributors	58,853
72,337	Deferred pensioners	73,395
49,770	Pensioners	52,142
<b>181,267</b>		<b>184,390</b>

Further Membership details can be found in Section 6.

## 1.3 Funding

Benefits are funded by contributions and investment earnings. Contributions are made by active members of the fund in accordance with the LGPS Regulations 2013 and range from **5.5%** to **12.5%** of pensionable pay for the financial year ending 31 March 2024. Employees can also opt to pay a reduced contribution. This is commonly referred to as the “50/50 option”. At any-time an active member can opt to pay half of their normal contribution. This option results in the pension built up during this time being reduced by half. In addition to the employee contributions, the employers contribute to the Fund as well. These contributions are set by rates defined in the Triennial Valuations; these rates will differ by employer. The last such Valuation was at **31 March 2022**. Full details can be found in Section 7 and on the website [www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk)

## 1.4 Benefits

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

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

There are a range of other benefits provided under the scheme including early retirement, disability pensions and death benefits. For more details, please refer to the Essex Pension Fund website [www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk) and Section 6 of this report.

## 2 Basis of Preparation

The financial statements have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2023/24 issued by CIPFA which is based upon International Financial Reporting Standards (IFRS) as amended for UK public sector.

The financial statements summarise the Fund’s transactions for the financial year ended 31 March 2024 and its position as at 31 March 2024. They report 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 nor do they take into account the actuarial present value of promised retirement benefits.

However, a statement calculating the Fund’s actuarial present value of promised retirement benefits (IAS26) as at 31 March 2024 using IAS19 methodology is included in the notes to the accounts and can be found in Note 3. The actuarial position of the scheme as at 31 March 2022 is dealt within Section 7 the report of the consulting actuary and these statements should be read in conjunction with them.

The accounts are prepared on a going concern basis.

# Notes to the Accounts

## 3 Actuarial Valuation

The contributions payable for 2022/23 were determined by the 2019 Valuation. The contributions payable for 2023/24 were determined by the 2022 Valuation.

### 3.1 Actuarial Valuation 2022

In line with the Local Government Pension Regulations 2013 the Fund's Actuary undertakes a funding valuation every three years for the purpose of setting the employer contribution rates for the forthcoming triennial period.

An Actuarial Valuation of the Essex Pension Fund was carried out as at 31 March 2022 to determine the contribution rates with effect from 1 April 2023 to 31 March 2026.

### Actuarial Approach

Market conditions and the underlying investment performance of the Fund's assets will have a direct impact on the funding position.

The Actuary's approach adopted at the 2022 Actuarial Valuation included the following features:

- financial assumptions such as inflation and the discount rate are based on smoothed market indicators from around the valuation date, specifically over the six-month period from 1 January 2022 to 30 June 2022. The discount rate is based on the expected investment return from the Fund's assets.
- the market value of assets at 31 March 2022 is then adjusted to also be smoothed over the same six-month period so that a consistent comparison can be made with the liabilities.
- the smoothed assets also include a 15% stability reserve deduction which may be used in the instance for future adverse experience to help achieve stability.

The Valuation was carried out using the projected unit actuarial method. Full details of the actuarial assumptions are contained within the full Valuation Report that is available from [www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk), but the main financial assumptions used for assessing the Funding Target and the common contribution rate were as follows:

## Notes to the Accounts

	Financial assumptions	
	2019	2022
Rate of Return	4.50%	4.30%
Rate of discount	4.50%	4.30%
Short term pay increase	n/a	n/a
Long term pay increase	3.60%	3.90%
Rate of increase to pensions in payment	2.60%	2.90%
Pension increases on Guaranteed Minimum Pension (GMP)	Funds will pay limited increases for members that have reached SPA by 6 April 2016, and full increases for others	

The assumed life expectancy from age 65 is as follows:

Life Expectancy from age 65		31 March	31 March
		2019	2022
		Years	Years
Retiring today	Males	21.7	21.0
	Females	23.7	23.5
Retiring in 20 years	Males	23.1	22.3
	Females	25.1	24.9

The assets were assessed at market value.

On the basis of the assumptions adopted, the Valuation revealed that the value of the Fund's assets of **£8.100bn** represented **102%** of the Funding Target liabilities of **£7.920bn** at the valuation date. This was based on a smoothing adjustment of 98.8% applied to the market value of the assets and a stability reserve of 15%.

The Valuation also showed that an average primary contribution rate of **22.0%** of Pensionable Pay per annum was required from employers (**20.0%** as at 31 March 2019). The primary rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date.

# Notes to the Accounts

In practice, each individual employer's position is assessed separately, and the contributions required are set out in Section 7 of this publication. In addition to the certified contributions, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

The next Triennial Actuarial Valuation of the Fund is currently due as at 31 March 2025. Based on the results of this valuation, the contributions payable by the individual employers will be revised with effect from 1 April 2026.

## Funding Strategy

The Funding Strategy adopted in assessing the contributions for each individual employer is in accordance with the Funding Strategy Statement (FSS). Different approaches adopted in implementing contribution increases and deficit recovery periods are as determined through the FSS consultation process.

The funding objectives of the Fund are:

- to prudently set levels of employer contributions that aim to achieve a fully funded position in the timescales determined in the Funding Strategy Statement;
- to recognise in drawing up its Funding Strategy, the desirability of employer contribution rates that are as stable as possible;
- to manage employer's liabilities effectively, having due consideration of each employer's strength of covenant, by the adoption of employer specific funding objectives;
- to maintain liquidity in order to ensure benefits can be met as and when they fall due over the lifetime of the Fund;
- to adopt appropriate measures and approaches to reduce the risk, as far as possible, to the Fund, other employers and ultimately the taxpayer from

an employer defaulting on its pension obligations to minimise unrecoverable debt on termination of employer participation; and

- to have consistency between the investment strategy and funding strategy; and to maximise returns within reasonable risk parameters.

## 3.2 IAS 19 Actuarial present value of promised retirement benefits

Many of the Fund's employers comply with the accounting disclosure requirements of either IAS 19 or FRS 102. These accounting standards specify the approach taken when calculating liabilities for disclosure in an employer's annual accounts, they do not determine the employer contribution. Employer contributions are determined via the Actuarial Valuation as described above.

## 3.3 IAS 26 – Total Fund: Actuarial present value of promised retirement benefits

Separate to the Actuarial Valuation, IAS 26 requires the present value of the Fund's promised retirement benefits to be disclosed. For this purpose, the actuarial assumptions and methodology used should be based on IAS 19 rather than the assumptions and methodology used in the Actuarial Valuation for funding purposes.

In order to assess the present value of the Fund's obligation on this basis, the Actuary, allowing for the different financial assumptions required under IAS 19 has used a roll forward approach in valuing the Fund's liabilities which were last calculated at the Triennial Actuarial Valuation as at 31 March 2022.

Although the post mortality tables adopted are consistent with those for the most recent valuation, the mortality improvement projection has been updated to use the latest version of the Continuous Mortality Investigation's model (CMI\_2020) which was released in March 2021. This update has been made in light of the coronavirus pandemic and reflects the latest information available from the CMI.



# Notes to the Accounts

The duration of the Fund's liabilities is the weighted average time to pay each future expected cashflow for each member. This is based on the data from the last actuarial valuation. The Fund's liability duration as at 31 March 2024 is **17 years** which in turn means a discount rate of **4.90%** per annum (4.80% as at 31 March 2023). Liabilities are valued using a discount rate based on corporate bond yields.

An estimate of the Fund's future cashflows is made using notional cashflows based on the estimated duration above. These estimated cashflows are then used to derive a Single Equivalent Discount Rate (SEDR). The discount rate derived is such that the net present value of the notional cashflows, discounted at this single rate, equates to the net present value of the cashflows, discounted using the annualised Merrill Lynch AA rated corporate bond yield curve (where the spot curve is assumed to be flat beyond the 30 year point).

In order to assess the value of the benefit obligations, the actuary has updated the actuarial assumptions (see below) from those used for funding purposes.

31 Mar 2023 £000		31 Mar 2024 £000
(7,987,386)	Present value of the defined benefit obligation	(8,126,042)
9,668,537	Fair value of Fund assets (bid value)*	10,885,289
<b>1,681,151</b>	<b>Net Liability</b>	<b>2,759,247</b>

\*Based on IAS26 report (unaudited)

Please note, the liabilities above are calculated on an IAS 19 basis and therefore will differ from the results of the 2022 triennial funding valuation (Note 3.1).

Key financial assumptions used are:

31 Mar 2023 %	Assumption	31 Mar 2024 %
4.80	Discount rate	4.90
2.85	Pension increases	2.90
3.85	Salary increases	3.90

The key demographic assumptions used (life expectations from age 65) are as follows:

	31 March	
	2023 Years	2024 Years
<b>Life Expectancy from age 65</b>		
<b>Retiring today</b>		
Males	21.1	20.8
Females	23.5	23.3
<b>Retiring in 20 years</b>		
Males	22.3	22.0
Females	25.0	24.7

## McCloud/Sargeant ruling

An allowance was made for the potential impact of the McCloud & Sargeant judgement in the results provided to the Fund at the last accounting date as stated above and therefore is already included in the starting position. This allowance is therefore incorporated in the roll forward approach and is remeasured at the accounting date along with the normal LGPS liabilities.

## 4 Accounting Policies

### 4.1 Fund Account – Revenue Recognition

#### 4.1.1 Contribution income

Normal Contributions (also referred to as Primary Contributions), both from the members and from the employer, are accounted for on an accruals basis as follows:

- Employee contributions rates are set in accordance with LGPS regulations using common percentage

# Notes to the Accounts

rates for all schemes which arise according to pensionable pay.

- Employer contributions are set at the percentage rate recommended by the Fund Actuary in the payroll period to which it relates.
- Employer deficit funding contributions (also referred to as Secondary Contributions) are accounted for on the due dates on which they are payable under the schedule of contributions set by the Fund Actuary or on receipt if earlier than the due date.
- Employer's augmentation contributions and financial strain contributions are accounted for in the period in which the liability arises. Any amounts due in the year but unpaid will be classed as a current financial asset. Amounts not due until future years are classed as long-term financial assets.

## 4.1.2 Transfers to and from other schemes

Transfer values represent the amount received and paid during the year for members who have either joined or left the Fund during the financial year and are calculated in accordance with the Local Government Scheme Regulations (see Note 9).

Individual transfers in/out are accounted for when received/paid, which is normally when the member liability is accepted or discharged.

Transfers in from members wishing to use the proceeds of their additional voluntary contributions to purchase scheme benefits are accounted for on a receipts basis and included in Transfers in.

Bulk (group) transfers are accounted for on an accruals basis in accordance with the terms of the transfer agreement.

## 4.1.3 Investment income

### Dividend income

Dividend income is recognised in the Fund Account on the date the shares are quoted ex-dividend. Any amounts

not received by 31 March are disclosed in the Net Asset Statement as other investment balances due. Investment income also includes withholding tax where this cannot be recovered.

### Interest Income

Interest income is recognised in the Fund Account on an accruals basis, using the effective interest rate of the financial instrument as at the date of acquisition or origination.

### Income from other investments

Income from other investments is accounted for on an accruals basis. Any amount not received by the end of the financial year is disclosed in the Net Assets Statement under other investment balances.

### Distributions from pooled funds

Distributions from pooled funds are recognised at the date of issue. Any amounts not received by the end of the reporting period is disclosed in the Net Assets Statement as a current financial asset.

### Property related income

Property related income consists primarily of rental income. Rental income from operating leases on properties owned by the Fund is recognised on a straight-line basis over the term of the lease. Any lease incentives granted are recognised as an integral part of the total rental income, over the term of the lease. Contingent rents based on the future amount of a factor that changes other than with the passage of time, such as turnover rents, are only recognised when contractually due.

### Change in market value of investments

The change in market value of investments during the year is recognised as income and comprises all realised and unrealised profits and losses during the year.

# Notes to the Accounts

## 4.2 Fund Account – Expense Items

### 4.2.1 Benefits payable

Under the regulations, retirees can receive a lump sum retirement grant in addition to their annual pension. Pension and lump sum retirement grants are accounted for from the date of retirement. When a member chooses to take a greater retirement grant in return for a reduced pension, these lump sums are accounted for on an accruals basis from the date that the option is exercised. Any amounts due but not paid are disclosed in the Net Assets Statement as current liabilities, provided that payment has been approved.

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

### 4.2.2 Management expenses

The Fund discloses its pension fund management expenses where possible, in accordance with the CIPFA guidance Accounting for Local Government Pension Scheme Management Expenses 2016.

### Administrative expenses

All administrative expenses are accounted for on an accrual's basis. All staff costs of administration part of the function are charged direct to the Fund. Associated management, accommodation and other overheads are apportioned to this activity and charged as expenses to the Fund.

### Oversight and governance costs

All oversight and governance expenses are accounted for on an accrual's basis. All staff costs associated with governance and oversight are charged direct to the Fund. Associated management, accommodation and other overheads are apportioned to this activity and charged as expenses to the Fund.

### Investment management expenses

All investment management expenses are accounted for on an accrual's basis.

Fees of the external investment managers and custodian are agreed in the respective mandates governing their appointments. For the investment managers who manage the main asset classes of the Fund these are broadly based on the market value of the investments under their management and therefore increase or reduce as the value of these investments change. With the investment managers who manage the alternative assets the fees are generally calculated on a commitment basis.

Some of the Fund's investments are via pooled vehicles. In the majority of cases the investment manager deducts its management fees directly i.e. the Fund are not invoiced for these costs. The gross up of management fees are offset through the change in market value of these investments.

Where an investment manager's fee invoice has not been received by the balance sheet date, an estimate based upon the market value of their mandate as at the end of the year is used for inclusion in the Fund Account. In 2023/24, **£1.376m** of fees is based on such estimates (2022/23: £1.253m). A creditor has been raised and the actual invoice amount is shown within current liabilities.

The costs of the Pension Fund Investment function are charged direct to the Fund along with any direct running costs. Transaction costs, transition costs and custody fees are included within investment management expenses.

The cost of obtaining investment advice from external consultants is included in governance and oversight.

## 4.3 Net Asset Statement

### 4.3.1 Financial Assets

Financial assets are included in the Net Asset Statement on a fair value basis (with the exception of cash and debtors, which have been dealt with on an amortised cost basis) as at the financial year end date of 31 March. The financial asset is recognised in the Net Assets Statement on the date the Fund becomes party to the contractual acquisition of the asset. From this date any gains or losses arising from changes in fair value of the asset are recognised in the Fund Account.

# Notes to the Accounts

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 12). For the purposes of disclosing levels of fair value hierarchy, the Fund has adopted where possible the classification guidelines recommended in Practical Guidance on Investment Disclosures (PRAG/ Investment Association 2016). Each type of investment, in consultation with the Fund's Investment Managers have been assessed and a single level has been applied based on their overall characteristics.

## 4.3.2 Valuation of investments

The value of investments as shown in the Net Assets Statement has been determined as outlined in the following paragraphs.

### Market quoted investments

In the majority of cases, market quoted equity investments for which there is a readily available market price is determined by the bid market price ruling on the final day of the accounting period.

### Unquoted investments

The fair value of investments for which market quotations are not readily available are determined as follows:

#### Unquoted private equity

For unquoted equity and private equity limited partnerships, investments are valued based on the Fund's share of the net assets in the private equity fund or limited partnership using the latest financial statements published by the respective fund managers. In 2023/24, the majority of these investments have been valued as at 31 December 2023 so the estimated balance has been reflected.

#### Other unquoted investments

Investments in unquoted property, private debt, timber and infrastructure pooled funds are valued at the net asset value or a single price advised by the fund managers and are based on industry guidelines and standards set by the constituent documents of the pool or the management agreement. These investments are

based on 31 December 2023 valuations.

### Unit trust and managed funds

Unit trusts and managed funds are valued at bid prices provided by the relevant fund managers, which reflect the market value of the underlying investments. In the case of pooled investment vehicles that are accumulation funds, change in market value also includes income which is reinvested in the fund, net of applicable withholding tax.

### Fixed interest investments

Fixed interest investments in the Fund's investment portfolio are recorded at net market value based on their current yield (i.e. excludes interest earned but not paid over at the Fund year-end, which is included separately within accrued investment income and disclosed within Note 12).

### Direct Property Investments

Direct property investments have been valued on a fair value basis as at 31 March 2024, by Knight Frank, Chartered Surveyors in accordance with the current edition of the Royal Institute of Chartered surveyors' (RICS) Valuation—Global Standards, which incorporate the International Valuation Standards and RICS UK National Supplement. The valuer's opinion of market value and existing use value was primarily derived using comparable recent market transactions on arm's-length terms, where available, and appropriate valuation techniques (the Investment Method), such as the use of estimated future rental yields and rental values.

### Valuations relating to Russia/Belarus/Ukraine Investments

Please note that the Investment valuations as at 31 March 2024 have taken into account the current conflict in Ukraine. Prior to the beginning of the conflict the Fund had minimal direct exposure to investments in Russia/ Belarus and Ukraine. The value of these investments was **£8,000** as at 31 March 2023 (**0.001%** of the Fund's value). The value of these investments reflected in the accounts as at 31 March 2024 was **£8,000** (**0.0001%** of the Fund's value).

# Notes to the Accounts

## 4.3.3 Dividend, Interest and Foreign Currency

Dividend, interest, purchases and sales of investments in foreign currencies have been accounted for using spot market rates as at the date of transaction. End of year spot market exchange rates are used to value cash balances held in foreign currency bank accounts, market values of overseas investments and purchases and sales outstanding at the end of the reporting period.

## 4.3.4 Cash and Cash Equivalents

Cash comprises of cash in hand and 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 value.

## 4.3.5 Additional Voluntary Contribution

The Essex 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. 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 for information in Note 13.

The AVC providers to the Fund are The Equitable Life Assurance Society, Prudential and Standard Life.

The AVC providers secure additional benefits on a money purchase basis for those members electing to pay additional voluntary contributions. Members participating in these arrangements each receive an annual statement confirming the amounts held in their account and the movements in the year.

The Fund relies on individual contributors to check that deductions made on their behalf are accurately reflected in the statements provided by the AVC providers.

## 5 Critical judgements in applying accounting policies

In applying the accounting policies set out within Note 4, the Fund has had to make certain judgements about complex transactions or those involving uncertainty about future events. No critical judgements have been made in the Fund Accounts.

# Notes to the Accounts

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

The Fund Accounts contains estimated figures that are based on assumptions made about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items in the Net Assets Statement at 31 March 2024 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Approximate effect if actual results differ from assumptions
<p>Actuarial present value of promised retirement benefits</p> <p><i>Note:</i> Results are taken from the 2024 Actuary IAS 26 Report</p>	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the fund with expert advice about the assumptions to be applied.</p>	<p>The effects on the net pension liability of changes in individual assumptions can be measured. For instance:</p> <p>A <b>0.1%</b> p.a. decrease in the discount rate assumption would result in an increase in the pension liability of <b>£134m</b>.</p> <p>A <b>0.1%</b> increase in the Pensions and deferred revaluations would result in an increase in the pension liability of <b>£128m</b>.</p> <p>A <b>0.1%</b> increase in the long-term rate of salary increase would increase the value of liabilities by approximately <b>£9m</b>.</p> <p>Increasing the life expectancy assumptions by <b>1 year</b> would increase the liability by approximately <b>£282m</b>.</p> <p>Please note that because the liability associated with the actuarial present value of promised retirement benefits is not recognised in the Fund's financial statements, the changes in assumptions referred to above have no impact on amounts recognised in the Net Assets Statement.</p>

# Notes to the Accounts

Item	Uncertainties	Approximate effect if actual results differ from assumptions
Property	<p style="text-align: center;"><b>Direct Property</b></p> <p>Property valuation is performed by independent external valuers, in accordance with the Royal Institute of Chartered Surveyors' Valuation Standards. Valuation techniques are used to determine the carrying amount of directly held freehold and leasehold property. Where possible these valuation techniques are based on observable data, but where this is not possible management uses the best available data. Changes in the valuation assumptions used, together with significant changes in rental growth, vacancy levels, changes in market process, changes in volume of sales and purchases or the discount rate could affect the fair value of property.</p>	<p>The effect of variations in the factors supporting the valuation could result in an increase or decrease in the value of:</p> <ul style="list-style-type: none"> <li>directly held property by +/- 10% (an increase or decrease of <b>£38.963m</b>) on current value of <b>£389.625m</b> (Notes 17.1 and 17.4).</li> </ul>
	<p style="text-align: center;"><b>Pooled property funds and global property</b></p> <p>Valuation techniques are used to determine the carrying amount of pooled property funds and global property. Where possible management uses the best available data . Uncertainties including changes in rental growth, covenant strength for existing tenancies, discount rate could affect the fair value of the property investments.</p>	<p>The effect of variations in the factors supporting the valuation could result in an increase or decrease in the value of:</p> <ul style="list-style-type: none"> <li>pooled property funds by +/-10% (an increase or decrease of <b>£16.760m</b>) on current value of <b>£167.600m</b> (Notes 17.1 and 17.4)</li> <li>global held property by +/- 15.6% (an increase or decrease of <b>£30.282m</b>) on current value of <b>£194.114m</b> (Notes 17.1 and 17.4).</li> </ul>

# Notes to the Accounts

Item	Uncertainties	Approximate effect if actual results differ from assumptions
Private equity / infrastructure / timber/private debt	There is a degree of estimation involved in the valuation of these assets. Uncertainties including changes in market activity, credit risks, expected cash flows, discount rates used can impact valuations.	The total private equity/ infrastructure/timber and private debt investments in the financial statements is <b>£2.131bn</b> . There is a risk that these investments may be under or overstated in the accounts, totalling an increase/decrease of <b>£191.755m</b> (Notes 17.1 and 17.4).

## 7 Events after the reporting 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:

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

There have been no adjusting or non-adjusting events taking place between 31 March 2024 and date to be determined.

The Statement of Accounts was certified by the Executive Director, Corporate Services on **8th November 2024**. Events taking place after the date were not reflected in the financial statements or notes.

## 8 Accounting Standards Issued, Not Adopted

The International Accounting Standards Board (IASB) has issued International Financial Reporting Standard 16 Leases (IFRS16). When this Standard is adopted by the Fund, no later than in 2024/25, most of the assets secured through a lease arrangement will be recognised on the Net Asset Statement as 'right of use' assets, together with the corresponding lease liabilities. This differs from the current practice of only recognising the assets and liabilities associated with the finances leases entered by the Fund on its Net Asset Statement. The impact of this new standard has not yet been determined for the Fund.



# Notes to the Accounts

## 9 Membership activities

### 9.1 Pension benefits payable

2022/23				2023/24		
Pensions	Commutation of pensions & lump sum	Lump sum death benefits		Pensions	Commutation of pensions & lump sum	Lump sum death benefits
£000	£000	£000		£000	£000	£000
80,849	8,216	1,499	Administering Authority	89,112	12,004	2,752
132,329	23,017	4,315	Scheduled Bodies	149,413	31,562	6,010
14,104	2,128	120	Community Admission Bodies	15,709	2,567	24
9,431	1,616	424	Transferee Admission Bodies	10,766	1,863	233
933	169	21	Resolution Bodies	1,113	534	52
<b>237,646</b>	<b>35,146</b>	<b>6,379</b>	<b>Total</b>	<b>266,113</b>	<b>48,530</b>	<b>9,071</b>

### 9.2. Contributions Receivable

Contributions receivable from employers are set out below:

#### 9.2.1 By category

2022/23		2023/24
£000		£000
<b>73,663</b>	<b>Employee's normal contributions</b>	<b>79,265</b>
	<b>Employers' contributions</b>	
222,175	Normal contributions	255,630
16,498	Deficit recovery contributions	8,903
1,986	Augmentation contributions	4,515
<b>240,659</b>	<b>Total employer contributions</b>	<b>269,048</b>
<b>314,322</b>	<b>Total</b>	<b>348,313</b>

For the purposes of the above table, the terminology used in the Actuarial Report included in the Pension Fund Annual Report and Accounts has been changed to:

- Employer normal contributions – primary contributions
- Deficit contribution – secondary contributions
- Employer augmentation relates to payments for the cost of early retirements

# Notes to the Accounts

## 9.2.2 By type

2022/23			2023/24	
Member	Employer		Member	Employer
£000	£000		£000	£000
20,372	60,558	Administering Authority	21,750	65,206
50,159	168,697	Scheduled Bodies	54,549	196,271
1,594	6,490	Community Admission Bodies	1,511	2,542
1,130	3,401	Transferee Admission Bodies	994	3,178
408	1,513	Resolution Bodies	461	1,851
<b>73,663</b>	<b>240,659</b>	<b>Total</b>	<b>79,265</b>	<b>269,048</b>

## 9.3 Payments to and on account of leavers

2022/23		2023/24
£000		£000
1,130	Refunds of contributions	1,566
	<b>Transfer out</b>	
19,416	Individual transfers	27,703
<b>20,546</b>	<b>Total</b>	<b>29,269</b>

In 2023/24 and 2022/23 no bulk group transfers were made.

## 10 Management Expenses

### 10.1 By Type

2022/23		2023/24
£000		£000
3,765	Administration costs	4,368
75,014	Investment management expenses	63,862
1,810	Oversight and governance	1,977
3,743	Other*	198
<b>84,332</b>	<b>Total</b>	<b>70,405</b>

- Other relates to the write-off of a Deferred Debt Arrangement. Please see Note 14.2 for further details.

ACCESS ongoing costs were **£146,000** for 2023/24 (2022/23: £107,000). These costs are shown under oversight and governance costs line of the above note.

In 2023/24 external audit costs were **£99,000** of which **£13,000** were rechargeable and relate to additional fees for work undertaken to provide assurance for scheduled bodies on IAS19 accounting disclosures (£52,000 and £8,000 respectively in 2022/23).

# Notes to the Accounts

## 10.2 Investment Management Expenses

2022/23	Management fees (restated) £000	Performance related fees £000	Transaction costs £000	Total £000
<b>Pooled Investments</b>				
Fixed Interest Securities	753	-	132	885
Fixed Income - ACCESS pooled fixed income funds	3,620	-	358	3,978
Equities - ACCESS unit life assurance policies	1,172	-	-	1,172
Equities - ACCESS pooled global equity funds	7,903	-	-	7,903
Equities - ACCESS Emerging Markets ETF	-	-	-	-
Equities - Emerging Markets ETF	-	-	504	504
Index linked securities	17	-	-	17
Property unit trusts	1,036	-	-	1,036
Equities - market quoted	1,370	-	237	1,607
Property	8,483	-	-	8,483
Global property	4,943	1,190	-	6,133
Private equity	4,821	4,316	2	9,139
Infrastructure	11,069	13,045	-	24,114
Timber	2,278	1,046	-	3,324
Private Debt	3,690	2,287	-	5,977
Other investment management costs	502	-	-	502
	<b>51,657</b>	<b>21,884</b>	<b>1,233</b>	<b>74,774</b>
Custody Fees				240
<b>Total</b>				<b>75,014</b>
2023/24	Management fees (restated) £000	Performance related fees £000	Transaction costs £000	Total £000
<b>Pooled Investments</b>				
Fixed Interest Securities	-	-	-	-
Fixed Income - ACCESS pooled fixed income funds	4,955	-	-	4,955
Equities - ACCESS Unit life assurance policies	1,411	-	-	1,411
Equities - ACCESS pooled global equity funds	8,060	-	-	8,060
Equities - ACCESS Emerging Markets equity funds	1,075	-	-	1,075
Equities - Emerging Markets ETF	-	-	46	46
Index linked securities	8	-	-	8
Property unit trusts	1,122	-	-	1,122
Equities - market quoted	-	-	-	-
Property	3,103	-	-	3,103
Global property	5,572	(5,332)	-	240
Private equity	7,672	3,577	1	11,250
Infrastructure	13,435	8,676	-	22,111
Timber	3,410	-	-	3,410
Private Debt	3,306	3,392	-	6,698
Other investment management costs	365	-	-	365
	<b>53,494</b>	<b>10,313</b>	<b>47</b>	<b>63,854</b>
Custody Fees				8
<b>Total</b>				<b>63,862</b>

# Notes to the Accounts

Custody fees are made up of fees paid to the Fund's Global Custodian, Northern Trust and other out of pocket custody expenses. These were **£64,000** and **£1,000** in 2023/24 respectively (£91,000 and £149,000 in 2022/23), offset in 2023/24 by a custody fee rebate of **£57,000**.

## 11 Investment Income

### 11.1 By Type

2022/23 (restated) £000		2023/24 (restated) £000
12,551	Dividends from equity	3,208
28,632	Dividends from equity pooled funds	36,042
11,298	Private equity Income	3,323
49,661	Infrastructure/Timberland Income	29,897
8,478	Direct lending/Private debt Income	16,553
19,387	Income from fixed income pooled funds	50,340
6,126	Income from pooled property investments	5,765
11,789	Net rent from property	19,948
4,688	Interest from cash deposits	13,413
2,185	Other	2,509
<b>154,795</b>	<b>Total investment income showing net property rent</b>	<b>180,998</b>
	<b>Add back:</b>	
7,358	Property operating expenses	2,192
<b>162,153</b>	<b>Total investment income showing gross property rent</b>	<b>183,190</b>

In line with best practice guidelines, the note that accompanies investment income requires the Fund to show rent from property net of other property income and operating property expenses. However, rent from property which is included under 'investment income' in the Fund Account is shown on a gross basis.

### 11.2 Investment property net rental

2022/23 £000		2023/24 £000
19,063	Rental Income from investment property	21,955
84	Other property income	185
(7,358)	Direct operating expenses arising from investment property	(2,192)
<b>11,789</b>	<b>Total</b>	<b>19,948</b>

Please note, no contingent rents have been included in the Fund Account as income for the year.

# Notes to the Accounts

## 12 Investments

### 12.1 Value of investments by fund manager

The value of investments held by each manager on 31 March was as follows:

31 March 2023			31 March 2024		
£m	%		£m	%	
<b>Investments managed inside the ACCESS Pool</b>					
628	6.5	Waystone - Long Term Global Growth Fund	708	6.5	
802	8.3	Waystone - Global Dividend Fund	688	6.3	
746	7.7	Waystone - Global Equity Fund	828	7.6	
-	-	Waystone - Emerging Markets Equity (Columbia Threadneedle)	177	1.6	
-	-	Waystone - Emerging Markets Equity (Robeco)	187	1.7	
898	9.3	Waystone - Alpha Opportunities Fund	894	8.2	
425	4.4	Waystone - Janus Henderson	584	5.4	
-	-	Waystone - Fidelity	509	4.7	
2,704	28.1	UBS Asset Management	3,168	29.2	
-	-	CBRE	647	6.0	
-	-	IFM Investors	359	3.3	
-	-	JP Morgan Asset Management	334	3.1	
<b>6,203</b>	<b>64.3</b>		<b>9,083</b>	<b>83.6</b>	
<b>Investments managed outside ACCESS Pool</b>					
101	1.1	Alcentra Ltd	83	0.8	
662	6.9	Aviva Investors	-	-	
1	-	Stewart Investors	-	-	
347	3.6	Emerging Markets ETF	-	-	
585	6.1	Hamilton Lane	538	4.9	
344	3.6	IFM Investors	-	-	
330	3.4	JP Morgan Asset Management	-	-	
1	-	Marathon Asset Management Ltd	1	-	
325	3.4	Partners Group Management II S.à r.l (Infrastructure)	371	3.4	
191	2.0	Partners Group Management II S.à r.l (Global Property)	194	1.8	
92	1.0	Permira	143	1.3	
341	3.5	Stafford Timberland Limited	365	3.4	
106	1.1	Other*	87	0.8	
<b>3,426</b>	<b>35.7</b>		<b>1,782</b>	<b>16.4</b>	
<b>9,629</b>	<b>100.0</b>	<b>Total</b>	<b>10,865</b>	<b>100.0</b>	

\*The balance of **£87m** held under Other as at 31 March 2024 (£106m as at 31 March 2023) was operational cash being held on a temporary basis by the Fund.

## Notes to the Accounts

### 12.2 Investments by asset type

The tables below provide an analysis of investment assets by type and show the movements in the market value of the investments, including profits and losses realised on the sales of investments:

2022/23	2022/23 Movement						
	Value at 1 April 2022 £000	Purchases £000	Net Transfers £000	Sale Proceeds £000	Change in Market Value £000	Cash Movement £000	Value at 31 March 2023 £000
<b>Total Pooled Investments</b>							
Fixed interest securities	418,839	-	-	(416,614)	(2,225)	-	-
Fixed Income - ACCESS pooled fixed income funds	956,555	435,413	(527)	(79,426)	12,033	-	1,324,048
Equities - Unit life assurance policies	2,598,348	36,122	-	(26,122)	(45,907)	-	2,562,441
Equities - ACCESS pooled global equity funds	2,139,042	74,631	-	(7,903)	(30,077)	-	2,175,693
Equities - ACCESS Emerging Markets equity funds	-	-	-	-	-	-	-
Equities - Emerging Markets ETF	-	359,111	339,953	(329,021)	(23,080)	-	346,963
Index linked securities	233,401	-	-	(20,000)	(72,000)	-	141,401
Property unit trusts	227,785	3,452	-	(18,970)	(26,541)	-	185,726
Other managed funds	1	-	-	-	(1)	-	-
	<b>6,573,971</b>	<b>908,729</b>	<b>339,426</b>	<b>(898,056)</b>	<b>(187,798)</b>	-	<b>6,736,272</b>
<b>Equities - market quoted</b>	<b>500,582</b>	<b>29,848</b>	<b>(339,953)</b>	<b>(181,351)</b>	<b>(9,105)</b>	-	<b>21</b>
<b>Property</b>	<b>596,068</b>	<b>95,036</b>	-	<b>(28,008)</b>	<b>(56,962)</b>	-	<b>606,134</b>
<b>Private equity</b>	<b>486,213</b>	<b>70,039</b>	<b>3,182</b>	<b>(82,521)</b>	<b>10,659</b>	-	<b>487,572</b>
<b>Infrastructure</b>	<b>837,168</b>	<b>171,447</b>	-	<b>(141,064)</b>	<b>128,728</b>	-	<b>996,279</b>
<b>Timber</b>	<b>276,329</b>	<b>67,819</b>	-	<b>(23,450)</b>	<b>20,610</b>	-	<b>341,308</b>
<b>Private Debt</b>	<b>102,223</b>	<b>100,304</b>	-	<b>(14,890)</b>	<b>5,002</b>	-	<b>192,639</b>
<b>Cash</b>							
Cash deposits held at the custodian/other							
Sterling	119,535	-	-	-	-	38,493	158,028
Foreign currency	99,152	-	-	(5,709)	5,709	6,158	105,310
	<b>218,687</b>	-	-	<b>(5,709)</b>	<b>5,709</b>	<b>44,651</b>	<b>263,338</b>
	<b>9,591,241</b>	<b>1,443,222</b>	<b>2,655</b>	<b>(1,375,049)</b>	<b>(83,157)</b>	<b>44,651</b>	<b>9,623,563</b>
Derivative forward foreign currency contracts	-	94	-	(378)	284	-	-
	<b>9,591,241</b>	<b>1,443,316</b>	<b>2,655</b>	<b>(1,375,427)</b>	<b>(82,873)</b>	<b>44,651</b>	<b>9,623,563</b>

## Notes to the Accounts

2022/23	2022/23 Movement						Value at 31 March 2023 £000
	Value at 1 April 2022 £000	Purchases £000	Net Transfers £000	Sale Proceeds £000	Change in Market Value £000	Cash Movement £000	
<b>Other Investment balances</b>							
<b>Assets</b>	<b>11,570</b>						<b>6,099</b>
Amounts receivable for sales of investments	487						-
Investment income due	9,896						6,099
Amounts receivable in respect of global liquidity fund	1,187						-
<b>Liabilities</b>	<b>(1,014)</b>						<b>(173)</b>
Amounts payable for purchase of investments	(655)						-
Investment withholding tax payable	(359)						-
Amounts payable in respect of global liquidity fund	-						(173)
	<b>9,601,797</b>						<b>9,629,489</b>

# Notes to the Accounts

2023/24	2023/24 Movement						Value at 31 March 2024 £000
	Value at	Change in					
	1 April		Net	Sale	Market	Cash	
	2023 £000	Purchases £000	Transfers £000	Proceeds £000	Value £000	Movement £000	
<b>Total Pooled Investments</b>							
Fixed Income - ACCESS pooled fixed income funds	1,324,048	660,340	-	(116,449)	118,655	-	1,986,594
Equities - Unit life assurance policies	2,562,441	-	-	(200,001)	611,061	-	2,973,501
Equities - ACCESS pooled global equity funds	2,175,693	33,900	-	(308,060)	321,738	-	2,223,271
Equities - ACCESS Emerging Markets equity funds	-	342,143	-	(1,075)	23,718	-	364,786
Equities - Emerging Markets ETF	346,963	-	-	(340,797)	(6,166)	-	-
Index linked securities	141,401	60,000	-	-	(6,916)	-	194,485
Property unit trusts	185,726	-	-	(11,598)	(6,528)	-	167,600
Other managed funds	-	-	-	-	-	-	-
	<b>6,736,272</b>	<b>1,096,383</b>	<b>-</b>	<b>(977,980)</b>	<b>1,055,562</b>	<b>-</b>	<b>7,910,237</b>
<b>Equities - market quoted</b>	<b>21</b>	<b>-</b>	<b>-</b>	<b>(4)</b>	<b>4</b>	<b>-</b>	<b>21</b>
<b>Property</b>	<b>606,134</b>	<b>13,032</b>		<b>(4,340)</b>	<b>(31,087)</b>	<b>-</b>	<b>583,739</b>
<b>Private equity</b>	<b>487,572</b>	<b>53,080</b>	<b>(3,182)</b>	<b>(70,784)</b>	<b>9,249</b>	<b>-</b>	<b>475,935</b>
<b>Infrastructure</b>	<b>996,279</b>	<b>74,742</b>	<b>-</b>	<b>(67,896)</b>	<b>61,095</b>	<b>-</b>	<b>1,064,220</b>
<b>Timber</b>	<b>341,308</b>	<b>63,572</b>	<b>-</b>	<b>(46,095)</b>	<b>6,601</b>	<b>-</b>	<b>365,386</b>
<b>Private Debt</b>	<b>192,639</b>	<b>60,511</b>	<b>-</b>	<b>(32,502)</b>	<b>4,694</b>	<b>-</b>	<b>225,342</b>
<b>Cash</b>							
Cash deposits held at the custodian/other							
Sterling	158,028	-	-	-	-	(13,377)	144,651
Foreign currency	105,310	-	-	2,408	(2,409)	(15,492)	89,817
	<b>263,338</b>	<b>-</b>		<b>2,408</b>	<b>(2,409)</b>	<b>(28,869)</b>	<b>234,468</b>
	<b>9,623,563</b>	<b>1,361,320</b>	<b>(3,182)</b>	<b>(1,197,193)</b>	<b>1,103,709</b>	<b>(28,869)</b>	<b>10,859,348</b>
Derivative forward foreign currency contracts	-						-
	<b>9,623,563</b>	<b>1,361,320</b>	<b>(3,182)</b>	<b>(1,197,193)</b>	<b>1,103,709</b>	<b>(28,869)</b>	<b>10,859,348</b>



# Notes to the Accounts

2023/24	2023/24 Movement						Value at 31 March 2024 £000
	Value at	Change in					
	1 April	Net		Sale	Market	Cash	
	2023 £000	Purchases £000	Transfers £000	Proceeds £000	Value £000	Movement £000	
<b>Other Investment balances</b>							
<b>Assets</b>	<b>6,099</b>						<b>7,677</b>
Amounts receivable for sales of investments	-						-
Investment income due	6,099						7,677
Amounts receivable in respect of global liquidity fund	-						-
<b>Liabilities</b>	<b>(173)</b>						<b>(2,222)</b>
Amounts payable for purchase of investments	-						-
Investment withholding tax payable	-						(1,491)
Amounts payable in respect of global liquidity fund	(173)						(731)
	<b>9,629,489</b>						<b>10,864,803</b>

The change in market value includes all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments since 1 April.

## 12.3 Pooled investments representing 5% or more of net assets

The Fund holds the following investment in unit trusts/pooled vehicles at 31 March which are in excess of 5% of the value of the Fund:

31 March 2023			31 March 2024	
£000	%		£000	%
1,631,157	16.9	UBS Asset Management Life Global Equity Sustainable Transition Fund	1,934,606	17.8
931,284	9.7	UBS Asset Management Life All World Equity Tracker Hedged	1,038,895	9.5
898,496	9.3	Waystone - Alpha Opportunities Fund	893,671	8.2
746,104	7.7	Waystone - Global Equity Fund	827,492	7.6
627,829	6.5	Waystone - Long Term Global Growth Fund	708,140	6.5
801,761	8.3	Waystone - Global Dividend Fund	687,639	6.3
-	-	Waystone - Multi Credit Fund	583,601	5.4

# Notes to the Accounts

## 12.4 Property Holdings

### Rent receivable from operating leases

The table below shows the rent receivable from operating leases due to the Fund as at 31 March:

2022/23		2023/24
£000		£000
19,695	Within one year	20,414
52,957	Between one and five years	63,006
74,836	Beyond five years	80,950
<b>147,488</b>	<b>Total</b>	<b>164,370</b>

### Movement in the fair value of investment properties

	Freehold	Leasehold	Total
	£000	£000	£000
<b>Fair value at 1 April 2022</b>	<b>396,800</b>	<b>77,850</b>	<b>474,650</b>
Additions	34,957	54	35,011
Disposals	(10,800)	(11,075)	(21,875)
Net gain/loss on fair value	(65,537)	(6,929)	(72,466)
<b>Fair value at 31 March 2023</b>	<b>355,420</b>	<b>59,900</b>	<b>415,320</b>
Additions	1,036	115	1,151
Disposals	(4,100)	-	(4,100)
Net gain/loss on fair value	(16,281)	(6,465)	(22,746)
<b>Fair value at 31 March 2024</b>	<b>336,075</b>	<b>53,550</b>	<b>389,625</b>

# Notes to the Accounts

## 13 Additional Voluntary Contributions (AVC) Investments

A summary of the information provided by Utmost (formerly Equitable Life), Prudential and Standard Life to the Fund is shown in the table below.

### 13.1 Reconciliation of movements in AVC Investment for the year ended 31 March

2022/23 £000		2023/24 £000
9,750	Value of AVC fund at beginning of year	10,328
1,559	Employees contributions	3,217
257	Investment income and change in market value	(91)
(1,238)	Benefits paid and transfers out	(2,285)
<b>10,328</b>		<b>11,169</b>

### 13.2 Analysis of AVC investments by Provider

2022/23 £000		2023/24 £000
42	Utmost (formerly Equitable Life)	45
7,055	Prudential*	7,873
3,231	Standard Life	3,251
<b>10,328</b>		<b>11,169</b>

\*The Prudential were not able to confirm their Fund's balance as at 31 March 2024 at the time of the accounts being drafted. This is due to delays in finalising accounting positions. The Statement as at 31 March 2023 was received in December 2023 and the movement is reflected in 2023/24, a further estimated position has been included for March 2024.

## 14 Current Assets and Liabilities

### 14.1 Analysis of current assets

31 March 2023 £000		31 March 2024 £000	£000
	<b>Cash Balances</b>		
(144)	Cash at bank	(234)	
20,545	Cash on short term deposits within 3 months	24,759	
<b>20,401</b>			<b>24,525</b>
	<b>Debtors and payments in advance</b>		
5,770	Contributions due – employees	6,110	
19,052	Contributions due – employers	22,182	
1,223	Sundry Debtors	1,523	
<b>26,045</b>			<b>29,815</b>
<b>46,446</b>	<b>Total</b>		<b>54,340</b>

# Notes to the Accounts

## 14.2 Analysis of long-term debtors by type

31 March 2023 £000		31 March 2024 £000
198	Other employer contributions due	-
578	Reimbursement of life time allowances	539
<b>776</b>	<b>Total</b>	<b>539</b>

Introduced in 2016, the lifetime allowance limits the amount of pension that can be paid by an individual pensioner without incurring an extra tax charge. Responsibility falls to the pensioner, however, the Fund offers the facility to pay all or part of the tax upfront, on the individual's behalf, and gets reimbursed by additional pension deductions over time. A long term debtor of **£539,000** has been raised in 2023/24 in this regard (2022/23: £578,000).

## 14.3 Analysis of current liabilities

31 March 2023 £000		31 March 2024 £000
<b>Unpaid benefits and other current liabilities</b>		
(345)	Contributions due – employers	(886)
(2,081)	Investment manager fees payable	(2,267)
(5,320)	Benefits payable	(7,261)
(458)	Other	(230)
<b>(8,204)</b>	<b>Total</b>	<b>(10,644)</b>

## 14.4 Contingent Liabilities and Contractual Commitments

As at 31 March 2024, the Fund had a commitment to contribute a further **£1.322bn** to its existing partnership investments, including private equity, infrastructure, private debt, timber and direct lending (31 March 2023: £1.282bn). The amounts called by these funds are irregular in both size and timing over a period of between five to ten years from the date of each original commitment.

## 15 Related Party Transactions

The Fund is required to disclose material transactions with bodies or individuals that have the potential to control or influence the Fund, or to be controlled or influenced by the Fund. The intention in making this disclosure is to make explicit the extent to which the Fund might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to negotiate freely with the Fund.

# Notes to the Accounts

## 15.1 Administration of the Fund

The Essex Pension Fund is administered by Essex County Council.

The Council incurred gross costs of **£4.416m** in 2023/24 of which **£373,000** was outstanding at 31 March 2024 (2022/23: £3.930m, of which £321,000 was outstanding at 31 March 2023) in relation to the administration of the Fund and was subsequently reimbursed by the Fund for these expenses. The Council is also the single largest employer of members of the Fund and contributed **£65.206m** to the Fund in 2023/24 (2022/23: £60.558m). No significant amounts were owing to and due to be paid from the Fund in the year.

The Fund has in place a separate bank account arrangement with the County Council. Surplus cash is invested by the County Council's treasury management team on the sterling money markets, in accordance with the Essex Pension Fund treasury management policy and strategy as agreed by the Essex Pension Fund Investment Steering Committee 22 February 2023. This service is provided to the Fund at a cost of **£29,000** in 2023/24 (2022/23: £28,000).

During the year to 31 March 2024, the Pension Fund had an average investment balance of **£26.660m** (2022/23: £27.070m) earning **£467,000** interest (2022/23: £471,000).

## 15.2 Governance

Under IAS24 'Related Party Disclosures' it is a requirement that material transactions with related parties, not disclosed elsewhere, should be included in a note to the financial statements. During the year each member of the Essex Pension Board and Investment Steering Committee are required to declare their interests at each meeting. None of the Essex Pension Strategy Board Members, Investment Steering Committee Members or Senior Officers undertook any material transactions with the Essex Pension Fund. There were no material contributions due from the employer bodies at the end of the year that remained outstanding after the due date for payment.

## 15.3 Members of the LGPS

Essex County Council administers the LGPS for its own employees and numerous other bodies. Under legislation introduced in 2003/04, Councillors were also entitled to join the Pension Fund. However, under new legislation introduced from 1 April 2015 the entitlement of Councillors to join the Pension fund has now been removed. After the local County elections of May 2017 all active Councillors membership changed to deferred. Those Members of the Essex Pension Fund Strategy Board and Investment Steering Committee who, during 2023/24, were also members of the LGPS are listed below:

### County Councillors

Cllr S. Barker

Cllr M. Mackrory

### Representative of Scheme Employers

C. Riley (until May 2023)

### Representative of Scheme Members

S. Child

# Notes to the Accounts

From 1 April 2015 pension funds were required to establish a local Pensions Board under section 5 of the Public Service Pensions Act 2013 and Local Government Pension Scheme Regulations 2013. Members of this Board (Essex Pension Fund Advisory Board), who, during 2023/24, were also members of the LGPS are listed below:

Representative of Scheme Employers	Representative of Scheme Members
J. Durrant	A. Coburn
	C. Downes
	D. Hurst
	S. Roberts (until July 2023)
	L. Williamson (from July 2023)

The employees of Essex County Council who held key positions in the financial management of the Essex Pension Fund during 2023/24 and were also members of the Fund were the Executive Director, Corporate Services, the Director for Essex Pension Fund and four Head of Essex Pension Fund roles.

During 2023/24 approximately 2% of the Executive Director, Corporate Services time was spent on the Pension Fund, with the other officers spending 100% of their time in this way.

The short-term benefits (pay) associated with the time spent by these staff working on the Fund and the current service cost i.e. the increase in the value of the Fund's future pension liabilities arising out of the employees on-going membership of the Fund are shown below:

2022/23		2023/24
£000		£000
220	Short term benefits	427
199	Current service costs	86
<b>419</b>	<b>Total</b>	<b>513</b>

## 16 Agency Services

The Essex Pension Fund pays discretionary awards to former employees of current and former employers' of the Fund. The amounts paid are not included within the Fund Account but are provided as a service and are fully reclaimed from the employers. The sums are disclosed below:

2022/23		2023/24
£000		£000
1,267	Administering Authority	1,340
4,755	Scheduled Bodies	4,951
81	Community Admission Bodies	97
3	Resolution Bodies	3
20	Former employers	22
<b>6,126</b>	<b>Total</b>	<b>6,413</b>

# Notes to the Accounts

## 17 Fair Value - Basis of valuation

### 17.1 Fair Value Hierarchy

The valuation of assets and liabilities has been classified into three levels, according to the quality and reliability of information used to determine fair values:

- **Level 1** - Assets and liabilities at Level 1 are those where the fair value are derived from unadjusted quoted prices in active markets for identical assets or liabilities. Assets classified as Level 1 comprise of equities, quoted fixed securities, quoted index linked securities and unit trusts. Listed investments are shown at bid prices. The bid value of the investments is based on bid market quotation of the relevant stock exchange.
- **Level 2** - Assets and liabilities at Level 2 are those where quoted market prices are not available, for example where an instrument is traded in a market that is not considered to be active, or where valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data.
- **Level 3** - Assets and liabilities classified as Level 3 are those where at least one input that could have significant effect on the instruments' valuation is not based on observable market data. Such instruments would include unquoted equity investments which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

Such instruments would include unquoted equity investments which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

The value of the investment in private equity is based on valuations provided by the general partners to the private equity funds in which the Essex Pension Fund has invested.

These valuations are prepared in accordance with the International Private Equity and Venture Capital Valuation Guidelines, which follow the valuation principles of IRRS and US GAAP. Valuations are usually undertaken annually at the end of December with unaudited valuations provided by the general partner as at 31 March.

The valuations of infrastructure and timber are based on net asset value provided by the fund manager.

The table below sets the valuation basis used. All assets have been valued using fair value techniques based on the characteristics of each instrument, with the overall objective of maximising the use of market-based information:

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Stewart Investors/ Marathon Asset Management Ltd	Market quoted equities	Level 1	Published Bid Market Price.	N/A	N/A

## Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Waystone	Pooled emerging markets equities funds	Level 1	Net Asset Value / Bid Market Price.	N/A	N/A
Waystone	Pooled global equities funds	Level 1	Net Asset Value / Bid Market Price.	N/A	N/A
UBS Asset Management	Equities/ Indexed linked life assurance policies	Level 2	Average of broker prices.	Price of recent transactions for identical instrument.	Significant change in economic circumstances or time lapse since the transaction took place.
Waystone	Fixed Income	Level 2	The prices are published reflecting the NAV at each dealing point but are not exchange traded.	Price of recent transactions for identical instrument.	Significant change in economic circumstances or time lapse since the transaction took place.
Stewart Investors/ Marathon Asset Management Ltd	Forward foreign exchanged contracts	Level 2	Market exchange rates at year end.	Price of recent transactions for identical instrument.	Risk of an exchange rate changing between the transaction date and the subsequent settlement date volatility of the exchange rates during the hedge period.



## Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
CBRE	Direct Property	Level 3	Direct Property independently valued by Knight Frank LLP in accordance with the current editions of Royal Institute of Chartered Surveyors' (RICS) Valuation - Global Standards, which incorporate the International Valuations Standards, and the RICS UK National Supplement. Valuation derived from using comparable recent market transactions on arm's length terms, where available, and other appropriate techniques such as the use of rental yields and rental values.	Pricing includes situations where there is little market activity. Estimated rental growth, covenant strength for existing tenancies, Discount rate, land / building valuation surveys.	Asset values can range between (+10.0%/-10.0%), comprising significant changes in yield movement (+5.0/-5.0%) and estimated rental value movement (+5.0%/-5.0%) have been identified as key sensitivities.

# Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Partners Group Management II S.à r.l	Global property	Level 3	Assets are based on valuations received from the Managers which are determined in accordance with the last know NAV and adjusted for subsequent capital calls and distributions and other relevant information provided.	Pricing inputs include situations where there is little market activity. Estimated rental growth, covenant strength for existing tenancies, discount rate, land/building valuation surveys.	Significant changes in rental growth, vacancy levels or the discount rate could affect valuations, as could more general changes to market process and volume of sales and purchases. Assets values can range between (+15.6%/ -15.6%).
CBRE	Property unit trusts	Level 3	Assets are based on valuations received from the Managers which are determined in accordance with the last know NAV and adjustment for subsequent capital calls and distributions and other relevant information provided by the real estate fund.	Pricing inputs are unobservable and include situations where there is little market activity. Estimated rental growth, covenant strength for existing tenancies, Discount rate, Land / building valuation surveys.	Asset values can range between (+/-10.0%). This 10.0% range is made up of two key sensitivities -significant changes in yield movement (+/- 5.0%) and estimated rental value movement (+/- 5.0%).

## Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Hamilton Lane	Private Equity	Level 3	Investments in private equity funds are valued based on the Fund's share of the net assets, using the latest financial statements published by the respective fund managers in accordance with the appropriate industry guidelines. Limited partnerships are valued at Fair value based on the net asset value ascertained from periodic valuations provided by those controlling the partnership. The net assets value of the funds are determined using the valuation techniques such as discounted cash flows, earning multiples etc, and these use the inputs detailed in the next two columns.	Management's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, gross domestic product, inflation, interest rates, discount rates, adjustments to current prices for similar assets, valuation techniques.	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Funds reporting date by changes to gross domestic product, inflation, interest rates, and discount rates. Asset values can range between (+15.0%/ -15.0%).

# Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Partners Group Management II S.à r.l	Infrastructure	Level 3	<p>Investments in the funds are valued based on the Fund's share of the net assets.</p> <p>Audited valuations are carried out annually on the investments.</p> <p>The net assets value of the funds are determined using the valuation techniques such as discounted cash flows, earning multiples etc, and these use the inputs detailed in the next two columns.</p>	<p>Management's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, gross domestic product, inflation, interest rates, discount rates, tax rates, Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) and adjustments to current prices for similar assets, valuation techniques.</p>	<p>Valuations can be affected by material events occurring between the date of the financial statements provided and the Pension Funds reporting date by changes to expected cash flows, fair value adjustments, discount factors used, EBITDA and recent transaction prices. Asset values can range between (+13.6% /-13.6%).</p>

## Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
JP Morgan Asset Management	Infrastructure	Level 3	Investments are valued based on the Fund's share of the net assets. Audited valuations are carried out annually on the investments. The net assets value of the funds are determined using the valuation techniques such as discounted cash flows, earning multiples etc, and these use the inputs detailed in the next two columns.	Management's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, gross domestic product, inflation, interest rates, discount rates, tax rates, Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) and adjustments to current prices for similar assets, valuation techniques.	Valuations can be affected by material events occurring between the date of the financial statements provided and the Pension Funds reporting date by changes to expected cash flows and fair value adjustments, changes in interest rates, inflation, discount rate, price weaknesses. As a result, asset values can range between (+5.86% /-5.86%).

# Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
IFM Investors	Infrastructure	Level 3	The investments are valued based on the Fund's share of the net assets. Audited valuations are carried out annually on the investments. The net assets value of the funds are determined using the valuation techniques such as discounted cash flows, earning multiples etc, and these use the inputs detailed in the next two columns.	Management's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, gross domestic product, inflation, interest rates, discount rates, tax rates, Earnings Before Interest, Taxes Depreciation and Amortization (EBITDA) and adjustments to current prices for similar assets, valuation techniques.	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Fund's reporting date. Key sensitivities identified are changes in gross domestic product, base rates, inflation and discount rates. Asset values can range between (+6.0/ -6.0%).

# Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Stafford Timberland Limited	Timber	Level 3	The investments are valued based on the Fund's share of the net assets value. The net assets value are determined using accepted valuation techniques and standards that include discounted cashflow and multiple earnings.	Management's cash flow projections, estimates of growth expectations and profitability, profit margin expectations, discount rates, Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA), adjustments to current prices for similar assets, valuation techniques.	Valuations could be affected by material events occurring between the date of the financial statements provided and the Pension Fund's reporting date by changes to expected cash flows earning multiple and discount rates used in the discounted cash flow analysis. Asset values can range between (+4.2%/ -4.2%).
Permira	Private Debt	Level 3	Net Asset Value Market approach using comparable trade multiples. They include comparison to recent arm's length transactions, reference to other instruments that are substantially the same, discounted cash flow analysis, option adjusted spread models and, if applicable, enterprise valuation.	These techniques may include a number of assumptions relating to variables such as management cash flow projections, credit risk, interest rates, EBITDA, direct lending loans values, discount rates, marketability.	Material events occurring between the date of the financial statements provided and the Pension Funds reporting date by changes to expected cash flows, EBITDA multiple, and discount rates used (e.g. discounts offered for lack of marketability). Asset values can change between (+1.0%/-1.0%).

## Notes to the Accounts

Fund Manager	Asset	Valuation Hierarchy	Basis of Valuation	Observable and Unobservable inputs	Key Sensitivities affecting the Valuations
Alcentra Ltd	Private debt	Level 3	Net Asset Value Market approach using comparable trade multiples. They include comparison to recent arm's length transactions, reference to other instruments that are substantially the same, discounted cash flow analysis, option adjusted spread models and, if applicable, enterprise valuation.	These techniques may include a number of assumptions relating to variables such as management cash flow projections, credit risk, interest rates, EBITDA, direct lending loans values, discount rates, marketability.	Material events occurring between the date of the financial statements provided and the Pension Funds reporting date by changes to expected cash flows, EBITDA multiple, and discount rates used (e.g. discounts offered for lack of marketability). Asset values can change between (+8.8%/-8.8%).



## Notes to the Accounts

The following table provides an analysis of the assets and liabilities of the pension fund grouped into Level 1 to 3 based on the level at which the fair value is observable.

Values as at 31 March 2023				Values as at 31 March 2024		
Level 1	Level 2	Level 3		Level 1	Level 2	Level 3
Quoted market prices	Using observable inputs	Significant unobservable inputs		Quoted market prices	Using observable inputs	Significant unobservable inputs
£000	£000	£000		£000	£000	£000
			<b>Financial assets</b>			
2,528,776	4,027,890	2,008,062	Fair value through profit and loss	2,595,755	5,154,580	2,058,870
<b>2,528,776</b>	<b>4,027,890</b>	<b>2,008,062</b>		<b>2,595,755</b>	<b>5,154,580</b>	<b>2,058,870</b>
			<b>Non Financial assets</b>			
		801,596	Fair value through profit and loss			823,352
			<b>Financial liabilities</b>			
(173)	-	-	Fair value through profit and loss	(2,222)	-	-
<b>(173)</b>	<b>-</b>	<b>-</b>		<b>(2,222)</b>	<b>-</b>	<b>-</b>
<b>2,528,603</b>	<b>4,027,890</b>	<b>2,809,658</b>	<b>Total net assets per level</b>	<b>2,593,533</b>	<b>5,154,580</b>	<b>2,882,222</b>
		<b>9,366,151</b>	<b>Net Investment Assets</b>			<b>10,630,335</b>

### 17.2 Transfers between hierarchy levels

No reclassifications were made as at 31 March 2023 or as at 31 March 2024.

## Notes to the Accounts

### 17.3 Reconciliation of fair value measurements within Level 3

	Value at		2023/24 Movement				Value at
	1 April	Purchases	Net	Sale	Unrealised	Realised	31 March
	2023		Transfers	Proceeds	profit/loss	profit/loss	2024
	£000	£000		£000	£000	£000	£000
<b>Properties</b>	<b>791,860</b>	<b>13,032</b>	-	<b>(15,938)</b>	<b>(33,368)</b>	<b>(4,247)</b>	<b>751,339</b>
UK properties (freehold)	355,420	1,036	-	(4,100)	(12,881)	(3,400)	336,075
UK properties (leasehold)	59,900	115	-	-	(6,465)	-	53,550
Global Property	190,814	11,881	-	(240)	(8,341)	-	194,114
Property unit trust	185,726	-	-	(11,598)	(5,681)	(847)	167,600
<b>Private equity (Overseas unquoted)</b>	<b>487,572</b>	<b>53,080</b>	<b>(3,182)</b>	<b>(70,784)</b>	<b>(22,393)</b>	<b>31,642</b>	<b>475,935</b>
UK unquoted	-	2,297	-	-	62	-	2,359
Overseas unquoted	487,572	50,783	(3,182)	(70,784)	(22,455)	31,642	473,576
<b>Infrastructure</b>	<b>996,279</b>	<b>74,742</b>	-	<b>(67,896)</b>	<b>36,708</b>	<b>24,287</b>	<b>1,064,220</b>
UK unquoted	1	-	-	-	-	-	1
Overseas unquoted	996,278	74,742	-	(67,896)	36,708	24,387	1,064,219
<b>Timber (Overseas unquoted)</b>	<b>341,308</b>	<b>63,572</b>	-	<b>(46,095)</b>	<b>6,661</b>	<b>(60)</b>	<b>365,386</b>
<b>Private debt</b>	<b>192,639</b>	<b>60,511</b>	-	<b>(32,502)</b>	<b>4,480</b>	<b>214</b>	<b>225,342</b>
UK unquoted	-	-	-	-	-	-	-
Overseas unquoted	192,639	60,511	-	(32,502)	4,480	214	225,342
	<b>2,809,658</b>	<b>264,937</b>	<b>(3,182)</b>	<b>(233,215)</b>	<b>(7,912)</b>	<b>51,936</b>	<b>2,882,222</b>

## Notes to the Accounts

### 17.4 Sensitivity of assets valued at Level 3

In consultation with its institutional consultants, Hyman Robertson, and the Fund's investment managers, an analysis of historical data and expected return movements during the accounting periods in question was undertaken. The fund as determined that the valuation methods described in note 17.1 are likely to be accurate to within the following ranges and has set out below the consequent potential impact on the closing value of investments held as at 31 March 2024.

Value at 31 Mar 2023					Value at 31 Mar 2024			
Assessed valuation	Value on increase	Value on decrease		Assessed valuation	Value on increase	Value on decrease		
range (+/-)	£000	£000	£000	range (+/-)	£000	£000	£000	
20.0%	498,384	332,256	Freehold and leasehold properties	10.0%	428,588	350,663		
15.5%	220,390	161,238	Global property	15.6%	224,396	163,832		
20.0%	222,871	148,581	Property unit trusts	10.0%	184,360	150,840		
15.0%	560,708	414,436	Private equity	15.0%	547,325	404,545		
5.1%	1,047,089	945,469	Infrastructure	9.0%	1,160,000	968,440		
4.2%	355,643	326,973	Timber (Overseas unquoted)	4.2%	380,732	350,040		
9.6%	211,132	174,146	Private debt	4.1%	234,581	216,103		
<b>2,809,658</b>	<b>3,116,217</b>	<b>2,503,099</b>		<b>2,882,222</b>	<b>3,159,982</b>	<b>2,604,463</b>		

The assessed valuation ranges shown in the above table were provided by the relevant fund managers, with the exception of:

Global property and Private debt - In the absence of information from the fund managers, valuation range was based on percentages supplied by Hymans Robertson.

Infrastructure – The valuation range is a weighted average of the information provided by two of the three individual Infrastructure managers and Hymans Robertson and their base strategic allocations.

Further information on the assessed valuation ranges can be found in Note 17.1.

# Notes to the Accounts

## 18. Financial instruments

Accounting policies describe how different asset classes of financial instrument are measured and how income and expenditure, including fair value gains and losses, are recognised.

### 18.1 Classification of financial instructions

31 March 2023			31 March 2024			
Fair value Through Profit and Loss £000	Asset at amortised cost £000	Liabilities at amortised cost £000	Asset type	Fair value Through Profit and Loss £000	Assets at amortised cost £000	Liabilities at amortised cost £000
			Pooled Investments			
-	-	-	- Fixed Interest securities	-	-	-
1,324,048	-	-	- Fixed Income - ACCESS pooled fixed income funds	1,986,594	-	-
2,562,441	-	-	- Equities - Unit life assurance policies	2,973,501	-	-
2,175,693	-	-	- Equities - ACCESS pooled global equity funds	2,223,271	-	-
-	-	-	- Equities - ACCESS emerging markets equity funds	364,786	-	-
346,963	-	-	- Emerging Markets ETF	-	-	-
141,401	-	-	- Index linked securities	194,485	-	-
185,726	-	-	- Property unit trusts	167,600	-	-
21	-	-	- Equities - Market Quoted	21	-	-
487,572	-	-	- Private equity	475,935	-	-
800,817	-	-	- Infrastructure	824,607	-	-
341,308	-	-	- Timber	365,386	-	-
192,639	-	-	- Private debt	225,342	-	-
-	-	-	- Derivative contracts	-	-	-
-	283,739	-	- Cash deposits	-	258,993	-
6,099	-	-	- Other investment balances	7,677	-	-
-	835	-	- Debtors	-	577	-
8,564,728	284,574	-		9,809,205	259,570	-
			Financial liabilities			
-	-	-	- Derivative contracts	-	-	-
(173)	-	-	- Other investments balances	(2,222)	-	-
-	-	(2,539)	Creditors	-	-	(2,497)
(173)	-	(2,539)		(2,222)	-	(2,497)
8,564,555	284,574	(2,539)	Balance at the end of the year	9,806,983	259,570	(2,497)
		<b>8,846,590</b>	<b>Total</b>			<b>10,064,056</b>

# Notes to the Accounts

The above table analyses the carrying amounts of financial assets and liabilities by category and Net Assets Statement headings.

Statutory debtors and creditors are excluded from the financial instrument note and only contractual debtors and creditors are shown.

The debtor figure of **£30.354m** as at 31 March 2024 (31 March 2023: £26.821m) excludes statutory debtors of **£29.777m** (31 March 2023: £25.986m).

The creditor figure of **£10.644m** as at 31 March 2024 (31 March 2023: £8.204m) excludes statutory creditors of **£8.147m** (31 March 2023: £5.665m).

In addition, assets held by the Fund on a direct basis, for example direct property and infrastructure, has also been excluded for the below note as they are not financial statements.

## 18.2 Net gains and losses on financial instruments

Assets held by the Fund on a direct basis for example direct property and direct infrastructure have also been excluded from the below note.

The net gains and losses differ from the Fund Account by gains and losses of assets held directly. The gains and losses of these assets were **£5.405m** loss as at 31 March 2024 (31 March 2023: £15.621m loss).

Gain/(loss) 2022/23 £000		Gain/(loss) 2023/24 £000
	<b>Financial assets</b>	
(72,961)	Fair value through profit and loss	1,111,522
5,709	Amortised cost unrealised gains	(2,408)
<b>(67,252)</b>	<b>Total</b>	<b>1,109,114</b>

## 19 Nature and extent of risks arising from financial instruments

### 19.1 Risk and risk management

The Fund's primary long-term risk is that the Fund 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 of the Fund's investments. The Fund achieves this through asset diversification to reduce its exposure to a variety of financial risks: market risk; price risk; currency risk; 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 cashflow. The Fund manages these investment risks as part of its overall pension fund risk management programme.

Responsibility for the Fund's overall risk management strategy rests with the Essex Pension Fund Strategy Board (PSB). Risk management policies are established to identify and analyse the risks faced by the Fund's pensions operations. Policies are reviewed regularly to reflect changes in activity and in market conditions.

# Notes to the Accounts

## 19.2 Market risk

Market risk is the possibility that financial loss might occur as a result of fluctuations in equity and commodity prices, interest rates and foreign exchange. The level of risk exposure depends on market conditions, expectation of future price and yield movements and the asset mix.

Market risk is inherent in the investments that the Fund makes. To mitigate market risk the investments are made in a diversified pool of asset classes and investment approaches to ensure a risk adjusted balance between categories. The Fund takes formal advice from its institutional investment consultant, Hymans Robertson LLP, along with the Fund's independent adviser and the portfolio is split between a number of managers and investment strategies with different benchmarks and performance targets. Full details can be found on the website [www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk). Investment risk and strategy are regularly reviewed by the ISC.

## 19.3 Other price risk

Other 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, its issuer or factors affecting all such instruments in the market.

The Fund is exposed to share and derivative price risk. This arises from investments held by the Fund for which the future price is uncertain. All investments present a risk of loss of capital.

The level of volatility will vary by asset class and over time. The Fund has some diversification in the asset classes in which it invests, which seeks to reduce the correlation of price movements between different asset types, while employing specialist investment managers to best deploy capital in line with the Funds overall strategy.

## 19.4 Other price risk sensitivity analysis

In consultation with its institutional consultants, Hyman Robertson, an analysis of historical data and expected return movements during the accounting periods in question was undertaken. The table below shows the potential price movements deemed possible for the accounting period 2024/25 and 2023/24.

The percentages shown in the following table are broadly consistent with a movement of one standard deviation in the value of the Fund's assets and assumes that all other variables foreign exchange rates and interest rates remain unchanged.

Had the market price of the Fund investments increased/ (decreased) in line with the percentage assumptions the change in the net assets available to pay benefits would have been as follows:

# Notes to the Accounts

31st March 2023 £000	Percentage change %	Value increase £000	Value decrease £000	Asset type	31st March 2024 £000	Percentage change %	Value increase £000	Value decrease £000
283,739	0.3%	284,590	282,888	Cash and equivalents	258,993	0.3%	259,770	258,216
				Investment portfolio assets				
898,496	6.8%	959,594	837,398	UK ACCESS pooled funds fixed income funds	1,402,993	6.6%	1,495,591	1,310,395
425,552	6.8%	454,490	396,614	Overseas ACCESS pooled funds fixed income funds	583,601	6.6%	622,119	545,083
13	18.2%	15	11	UK equities	13	16.0%	15	11
8	19.0%	10	6	Overseas equities funds	364,794	16.7%	425,715	303,873
346,963	19.0%	412,886	281,040	Emerging Markets ETF	-	16.7%	-	-
2,526,441	19.0%	3,049,305	2,075,577	Global equities insurance policies	2,973,501	16.7%	3,470,076	2,476,926
2,175,693	19.0%	2,589,075	1,762,311	ACCESS pooled global equity funds	2,223,271	16.7%	2,594,557	1,851,985
141,401	7.2%	151,582	131,220	UK index linked life assurance policies	194,485	7.1%	208,293	180,677
185,726	15.5%	214,514	156,938	Property unit trusts	167,600	15.6%	193,746	141,454
487,572	31.2%	639,694	335,450	Private equity	475,935	31.2%	624,427	327,443
800,817	9.9%	880,098	721,536	Infrastructure	824,607	9.1%	899,646	749,568
341,308	16.0%	395,917	286,699	Timber	365,386	13.6%	415,078	315,694
192,639	9.6%	211,132	174,146	Private Debt	225,342	8.8%	245,172	205,512
<b>8,842,368</b>		<b>10,242,902</b>	<b>7,441,834</b>	<b>Total assets available to pay benefits</b>	<b>10,060,521</b>		<b>11,454,205</b>	<b>8,666,837</b>

## 19.5 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 risk, which represent the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Interest rate risk primarily impacts on the valuation of the Funds' bond holdings and, to a lesser degree, the return it receives on cash held. The Fund has four bond mandates: a passive bond mandate with UBS Asset Management and three bond mandates with Waystone. In addition the Fund has an investment in two private debt mandates.

The Fund's direct exposure to interest rate movements is shown below. The underlying assets are shown at their fair value.

# Notes to the Accounts

Asset value as at 31 Mar 2023 £000		Asset type	Asset value as at 31 Mar 2024 £000	
263,338		Cash and cash equivalents	234,468	
20,401		Cash balances	24,525	
1,324,048		Fixed income funds	1,986,594	
141,401		Index-linked securities	194,485	
192,639		Private debt	225,342	
<b>1,941,827</b>		<b>Total assets</b>	<b>2,665,414</b>	

## 19.6 Interest rate sensitivity analysis

Interest rates have remained constant, but this is not always the case and can vary. As a result, any variation in interest rates affects the level of income achievable and the value of the net assets of the Fund to pay benefits. The Fund's institutional consultants, Hymans Robertson have undertaken a sensitivity analysis.

The table below shows the effect in the year on the net assets available to pay benefits of an increase/(decrease) of 1% change in interest rates assuming all other factors remain unchanged.

Asset value as at 31 Mar 2023 £000			Impact of 1% increase £000	Impact of 1% decrease £000	Asset type	Asset value as at 31 Mar 2024 £000		
			Impact of 1% increase £000	Impact of 1% decrease £000		Impact of 1% increase £000		
1,324,048	1,310,808	1,337,288			Fixed income funds	1,986,594	1,966,728	2,006,460
192,639	190,713	194,565			Private debt	225,342	223,089	227,595
<b>1,516,687</b>	<b>1,501,521</b>	<b>1,531,853</b>			<b>Total change in assets available</b>	<b>2,211,936</b>	<b>2,189,817</b>	<b>2,234,055</b>

The above analysis demonstrates that a 1% change in interest rates will only impact the fair value of fixed interest and private debt.

A 1% movement of interest rates on cash and index linked securities would not impact the fair value and would have a negligible effect on interest received.

## 19.7 Currency risk

Currency risk is the extent to which the fair value of future cash flows of a financial asset/liability will fluctuate due to changes in exchange rates. The Fund is exposed to currency risk on all assets that are denominated in any currency other than sterling its reporting currency. To reduce the volatility associated with fluctuating currency rates (currency risk) the Fund invests in hedged overseas regional index funds via its passive provider UBS Asset Management.



## Notes to the Accounts

The following table summarises the Fund's currency exposure as at 31 March 2023 and 31 March 2024:

31 Mar 2023		31 Mar 2024
£000	Asset type	£000
8	Overseas equities quoted	364,794
346,963	Emerging Markets ETF	-
425,552	Overseas ACCESS fixed income funds	583,601
2,562,441	Global unit life assurance policies	2,973,501
2,175,693	ACCESS pooled global equity funds	2,223,271
190,814	Global property	194,114
487,572	Overseas private equity	473,576
996,278	Overseas infrastructure	1,064,219
341,308	Overseas timber	365,386
192,639	Overseas private debt	225,342
105,310	Foreign currency	89,817
<b>7,824,578</b>	<b>Total assets</b>	<b>8,557,621</b>

### 19.8 Currency risk sensitivity analysis

In consultation with the Fund's institutional consultant, Hymans Robertson the Fund considers the likely volatility associated with exchange rate movements to be in the region of **9.3%** (2022/23 : 9.9%) (approximately one standard deviation) assuming other factors remain constant.

The table below shows the effect of a **9.3%** (2022/23 : 9.9%) strengthening/weakening of the pound against the investments the Fund holds in various other currencies. The increase/ (decrease) on the net assets of the Fund are as follows:

# Notes to the Accounts

Asset value as at 31 Mar	Change in year in the net assets to pay benefits		Asset type	Asset value as at 31 Mar	Change in year in the net assets to pay benefits	
2023	+9.9%	-9.9%		2024	+9.3%	-9.3%
£000	£000	£000		£000	£000	£000
8	9	7	Overseas equities/ACCESS EM equities funds	364,794	398,720	330,868
346,963	381,312	312,614	Emerging Markets ETF	-	-	-
425,552	467,682	383,422	Overseas ACCESS fixed income funds	583,601	637,876	529,326
2,562,441	2,816,123	2,308,759	Global unit life assurance policies	2,973,501	3,250,037	2,696,965
2,175,693	2,391,087	1,960,299	ACCESS pooled global equity funds	2,223,271	2,430,035	2,016,507
190,814	209,705	171,923	Global property	194,114	212,167	176,061
487,572	535,842	439,302	Overseas private equity	473,576	517,619	429,533
996,278	1,094,910	897,646	Overseas infrastructure	1,064,219	1,163,191	965,247
341,308	375,097	307,519	Overseas timber	365,386	399,367	331,405
192,639	211,710	173,568	Overseas private debt	225,342	246,299	204,385
105,310	115,736	94,884	Foreign currency	89,817	98,170	81,464
<b>7,824,578</b>	<b>8,599,213</b>	<b>7,049,943</b>	<b>Total change in assets available</b>	<b>8,557,621</b>	<b>9,353,481</b>	<b>7,761,761</b>

## 19.9 Credit risk

Credit risk is the possibility that the counterparty to a transaction or a financial instrument might fail in its obligation to pay amounts due to the Pension Fund resulting in a financial loss. The market value of investments reflects 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.

The Fund is exposed to credit risk in all its operational activities through forward currency contracts, derivative positions (futures) and treasury management activities. 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.

### 19.9.1 Commercial

Commercial credit risk also arises with those organisations that pay monies over to the Fund (debtors) as part of the administration function, principally contributions from employers and transfers in from other registered pension schemes.

Except in certain bulk transfer cases, the Fund does not apply service credits in respect of transfers in until cash settlement is made.

Monthly receipt of contributions is closely monitored by the Employer team. In addition, member records are updated throughout the year with any new information provided to them. At the end of the financial year employers are required to provide Essex Pension Fund with an annual return which is used to reconcile both member information and the contributions paid over in the year by both the employee and the employer.

# Notes to the Accounts

The Funding Strategy Statement requires safeguards to be in place on all new admission agreements to protect the Fund from an employer default, through a guarantee from a tax backed scheme employer for any new body. An analysis of debtor balances at 31 March 2024 is provided in Note 14.

## 19.9.2 Bonds

Credit risk will also be considered by the Fund's bond managers in their portfolio construction. A bond is a saleable debt instrument issued by a corporation, government or other entity, the instrument may be purchased direct from the issuer or in the secondary market.

In addition to the passive manager, UBS Asset Management, the Fund had three active bond managers during 2023/24, M&G, Janus Henderson, and Fidelity (from January 2024).

M&G manage pooled assets against a SONIA plus benchmark, Janus Henderson manage pooled assets against SONIA and Fidelity manage pooled assets against ICE BofA Euro-Sterling Index.

At 31 March 2024, the average credit quality of the M&G bond mandate was **A-** rated (BBB rated as at 31 March 2023). The portfolio had suffered nine defaults since inception, one within the financial year ended 31 March 2024 and one within the financial year end 31 March 2023.

At 31 March 2024, the average credit quality of the Janus Henderson bond mandate was **BB** rated (BB rated as at 31 March 2023). The portfolio had suffered one default since inception, one within the financial year ended 31 March 2024 and none within the financial year ended 31 March 2023.

The portfolio managed by Fidelity as at 31 March 2024 had an average credit quality of **BBB+**. The portfolio had suffered no defaults since inception.

## 19.9.3 Custody

Northern Trust are the global custodian with responsibility for safeguarding the assets of the Fund. As at 31 March 2024 Northern Trust had **\$16.5 trillion** of assets under custody (31 March 2023: \$14.2 trillion) and had a credit rating of **AA-** (31 March 2023: AA-). Monthly reconciliations are performed between the underlying records of the custodian and all investment managers and partnerships of the Fund.

## 19.10 Cash held on deposit and current accounts

### Cash managed internally

The Fund has operated a separate bank account since 1 April 2010 with Lloyds Bank plc, which is also banker to the Administering Authority. The Bank holds an **A+** (A+ as at 31 March 2023) long-term credit rating with Standard and Poor. Cash is invested with Lloyds and is placed with institutions on the Administering Authority's approved counter-party list. The management of cash is carried out by the Treasury Management function of the Administering Authority in accordance with the treasury management policy and strategy approved by the ISC. The ISC have approved the management of cash in accordance with the policies and practices followed by the Administering Authority for its own investments as outlined in the CIPFA Code of Practice for Treasury Management in the Public Services. The Administering Authority sets detailed credit criteria having taken independent advice and has maximum exposure limits to any single institution. Details of such are shown in the following tables.

## Notes to the Accounts

At 31 March 2024 **£24.525m** (31 March 2023: £20.401m) was under management by the Administering Authority's Treasury Management Team. Over the last five financial years the Pension Fund has no experience of default or uncollectible deposits.

### Cash managed externally

The majority of the cash held by the Fund's custodian, the Northern Trust, is swept overnight to one of two AAA rated money market funds. As at 31 March 2024, the total balance held in the Sterling and US dollar AAA money market funds was **£162.383m** with a smaller balance of **£72.085m** held in the custodian current account (31 March 2023: £202.937m and £60.401m respectively). The use of a money market fund provides an underlying diversification of counter-party and avoids exposure to a single institutional Balance Sheet, in this case the custodian.

The table below provides a breakdown of where the Pension Fund cash is managed:

31 March 2023			31 March 2024	
Rating	£000		Rating	£000
<b>Cash managed externally</b>				
Cash held on deposit (GLF)				
AAA	97,413	BNP Paribas Investment Partners	AAA	77,424
AAA	105,524	Northern Trust	AAA	84,959
	<u>202,937</u>			<u>162,383</u>
Cash held in Current Account				
AA-	60,401	Northern Trust	AA-	72,085
	<u>263,338</u>	<b>Total cash managed externally</b>		<u>234,468</u>
<b>Cash managed internally</b>				
Cash held on deposit				
AAA	5,344	Blackrock	AAA	-
A+	5,108	HSBC	A+	5,225
A	5,006	Santander UK	A	5,009
AAA	-	LGIM	AAA	9,287
AA-	5,080	Svenska Handelsbanken	AA-	5,227
Cash held in Current Account				
A+	(137)	Lloyds Bank plc	A+	(223)
	<u>20,401</u>	<b>Total cash managed internally</b>		<u>24,525</u>
	<u><b>283,739</b></u>	<b>Total</b>		<u><b>258,993</b></u>

## Notes to the Accounts

The following table summarises the maximum exposure to credit risk of the cash held with Northern Trust and other financial institutions. This credit loss allowance is now reflected in the Pension Fund financial statements.

31 March 2023		31 March 2024		Maximum limit per Financial Institution	Historical risk of default	Estimated maximum exposure to default and uncollectability
£000		£000		£000	%	£000
<b>Cash managed externally</b>						
Deposit with bank and other financial institutions						
202,937	AAA Rated	162,383		120,000	0.04%	65
60,401	AA Rated	72,085			0.02%	14
<b>263,338</b>	<b>Total cash managed externally</b>	<b>234,468</b>				<b>79</b>
<b>Cash managed internally</b>						
Deposit with bank and other financial institutions						
5,344	AAA Rated	9,287		10,000	0.04%	4
5,080	AA Rated	5,227		7,500	0.02%	1
9,977	A Rated	10,011		5,000	0.05%	5
<b>20,401</b>	<b>Total cash managed internally</b>	<b>24,525</b>				<b>10</b>
<b>283,739</b>	<b>Total cash</b>	<b>258,993</b>				<b>89</b>

Whilst the Fund has a cash limit of **£120m** for each financial institution within the Treasury Management Strategy, there is a facility to exceed the limit on a temporary basis when redeploying assets.

### 19.11 Liquidity risk

Liquidity risk is the possibility that the Fund might not have adequate cash resources available to meet its financial commitments as they fall due.

The ISC reviews its strategy on a yearly basis and where necessary takes steps to ensure that the Fund has adequate readily realisable resources to meet its financial commitments. The majority of the Fund's investments are quoted on major stock markets and are in readily realisable form. The Fund also has an allocation to alternative investments, which are relatively illiquid.

Following the 2023 Investment Strategy review, it continued to confirm that there was further scope to reduce the reliance on equity risk within the investment strategy. While modelling showed the Fund could switch up to another 10% away from 'growth assets' to bonds the ISC agreed to continue with a phased approach to its strategic allocation. The ISC has allowed flexibility within the Investment Strategy, and to respond to market conditions going forward, agreed that allocation targets would be expressed as ranges and that the next phase would target reducing the

## Notes to the Accounts

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equity allocation to 40-45%.

The Fund is relatively immature with almost as many contributors as pensioners, dependants and deferred pensioners. In consequence the Fund has a neutral cash flow and is able to pay benefits from contributions and income received. As the Fund is not in the position of a forced seller, i.e. it does not need to sell assets in order to pay benefits, it is considered appropriate to hold such illiquid investments to increase diversification, minimise risk and improve long-term investment performance.

The Fund as at 31 March 2024 had immediate access to its pension fund cash holdings held internally and externally of **£258.993m** (31 March 2023: £283.739m). These monies are primarily invested on an overnight basis on the money market.

Officers of the Fund prepare periodic cash flow forecasts to understand and manage the timing of the Fund's cash flows. The Investment Strategy Statement outlines the appropriate strategic level of cash balances that the Fund can hold.

## SECTION 5

## Investments



# Investment Strategy

*Each year the Investment Steering Committee (ISC) reviews the performance of the Fund's Investment Strategy over the prior 12 months and formulates its future strategy going forward. Central to the review is the discipline of ensuring that the Fund's Investment Strategy remains consistent with the Funding Strategy and the Fund's Investment Beliefs.*

As background, the Essex Pension Fund structures its investments based on its strategic allocation via a series of mandates which are undertaken by external investment managers and the Fund's Pool ACS provider, Waystone. The Fund reviews its strategic allocation periodically with its Investment Advisers to ensure that it remains appropriate and fit for purpose. If after this review it is identified that there is a requirement for a particular asset class/mandate or to bring the asset class back to its strategic allocation the Fund will look to ACCESS to source a solution. Further information is included in the [Investment Strategy Statement](#) and [Funding Strategy Statement](#).

In 2022 the ISC agreed to replace the existing strategic implementation (derisking) stage-based process to a new long-term target approach. Adopting this approach will allow the Fund to smooth out the planned growth in the alternative allocation and removes the possibility of having to unwind any commitments as the target allocation to alternatives would remain constant, with targets subject to review after each triennial valuation takes place.

In 2023, following the outcome of the 2022 Actuarial Valuation the ISC commissioned an Asset/Liability Study. The conclusion of the Study validated the previous ISC decision and found that the Fund continued to have a very high probability of achieving its funding objectives by proceeding with its lower risk strategy of reducing the Fund's equity target whilst increasing its target to bonds.

The Fund is therefore moving towards a **77% - 82%** allocation to 'growth' (equities and alternatives) assets to meet the long-term funding assumptions set out in the 2022 Actuarial Valuation. The **18% - 23%** allocation to bonds is designed to manage overall levels of funding volatility within agreed levels. This breakdown is shown below:

Equities Long Term Target Range %	Bonds Long Term Target Range %	Alternatives Long Term Target Range %
40 - 45%	18 - 23%	37%



## Investment Strategy

The table below shows a further breakdown of the target strategic allocation based on the upper equity target range:

Asset Class	Manager	Target Allocation %
<b>Equities</b>		<b>45.0</b>
Global Index Tracking	UBS	22.3
Active Global	Waystone - Baillie Gifford Waystone - Longview Waystone - M&G Investments	18.9
Active Emerging Markets	Waystone - Columbia Threadneedle Waystone - Robeco	3.8
<b>Bonds</b>		<b>18.0</b>
Index Linked Gilts	UBS	2.0
Cash +	Waystone - Janus Henderson Waystone - M&G Alpha Opportunities	11.0
Corporate Bonds	Waystone - Fidelity	5.0
<b>Alternatives</b>		<b>37.0</b>
Private Equity	Hamilton Lane	4.0
UK Real Estate	CBRE (previously Aviva)	10.0
Global Real Estate	Partners Group	4.0
Infrastructure	Partners Group J.P. Morgan IFM Investors	10.0
Timber	Stafford	4.0
Direct Lending	Alcentra Permira	5.0

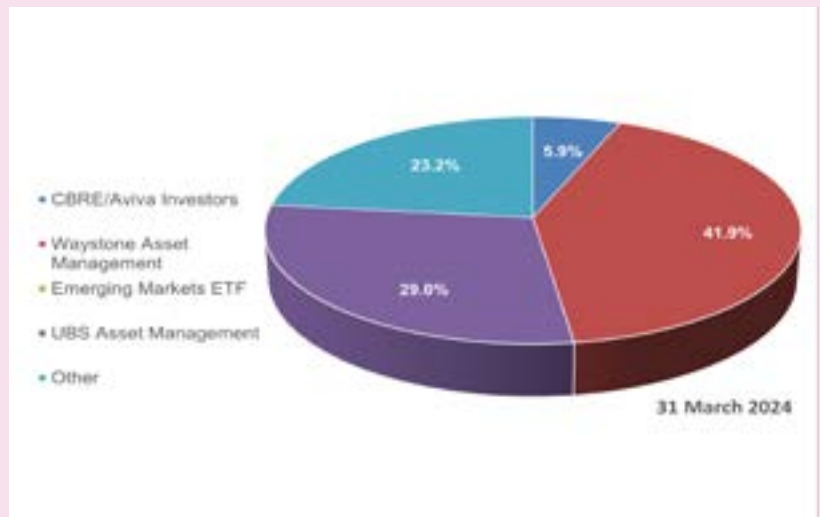
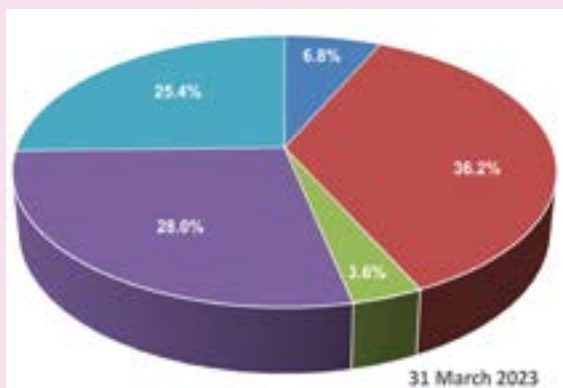
# Investment Strategy

## Portfolio Distribution at 31 March

The graph below shows the change in the Fund's actual portfolio distribution between the main asset classes as at 31 March over the last two years.



The following graphs show the proportion of the Fund under management by Fund Manager as at 31 March.



## Investment Decisions

### Equity

The Fund is a long-term investor and the investment beliefs contained within its Investment Strategy Statement include the following statement: Over the long term, equities are expected to outperform other liquid asset classes, particularly bonds.

During 2023/24, the Fund transitioned from its temporary emerging market equity solution investing **3.8%** of the Fund equally between two pooled emerging market strategies managed by Columbia Threadneedle and Robeco that were launched during the year by the ACCESS pool.

In June 2023, the equity asset class was rebalanced down to nearer its allocation target to accommodate a new **5%** allocation to investment grade credit. A total of **£500m** was disinvested across all equity mandates.

### Largest 10 Directly Held Equity Holdings of the Fund as at 31 March 2024

The table below shows the Funds top 10 equity holdings as at 31 March:

	Market Value 31 March 2024 £m	Proportion of the net assets of the fund %
MICROSOFT CORP COM	64.8	0.6
NVIDIA CORP COM	59.5	0.5
METHANEX CORP COM STK	52.2	0.5
IMPERIAL BRANDS PLC GBPO.10	49.3	0.5
AMAZON COM INC COM	48.4	0.4
MEDTRONIC PLC COMMON STOCK	47.7	0.4
BROADCOM INC COM	43.3	0.4
MARSH & MCLENNAN CO'S INC COM	38.2	0.3
ASML HOLDING NV EURO.09	37.0	0.3
VISA INC COM CL A STK	35.9	0.3
<b>Total</b>	<b>476.3</b>	<b>4.2</b>

### Bonds

Janus Henderson's Multi Asset Credit Fund and M&G Alpha Opportunities are now the active cash plus bond pooled mandates, with target allocations of **5.5%** to each strategy. During 2023/24, the Fund rebalanced the Janus Henderson mandate back to its target allocation disinvesting **£110m** from M&G Alpha Opportunities to achieve this.

During 2023/24, the Fund used the **£500m** disinvested from the equity asset class to fund the new investment in the investment grade credit fund ACCESS pooled strategy, targeting an allocation of **5%**.

The Fund maintains a small (**2%**) allocation to Index Linked Gilts as part of its index tracking providers swing mandate. The mandate setup helps the Fund to maintain its overall strategic allocation as the liquid nature of the asset class allows rebalancing to be implemented quickly and at low cost to the Fund. In addition, it also provides some inflation protection to the Fund and are therefore preferred to holding conventional gilts.

# Investment Decisions

## Property

As of March 2024, **£180m** had been drawn down of the total commitment of **£380m** by the Fund’s global real estate mandate managed by Partners Group. The Fund is strategically below its asset allocation and has set aside a further **£50m** which it will look to the newly procured ACCESS pool solution to invest with.

In 2023/24, Aviva was replaced as the Fund’s UK property mandate by CBRE, ACCESS’s UK property manager with all assets transitioned on 1 March 2024.

More details in respect of the Fund’s UK property portfolio is shown below.

The first graph provides detail of the type of property in which the Fund invests whilst the second table provides detail of the Fund’s five largest direct properties held as at 31 March.



Stylus, 116 Old Street, London

		Market Value at 31 March 2024 £m
Industrial	CANNING TOWN BUS PRK STEPHENSON STREET LONDON	62.90
Industrial	ORPINGTON GATEWAY, CRAY AVENUE, ORPINGTON, KENT, BR5 3PP	45.15
Offices	201 DEANSGATE, 201 DEANSGATE MANCHESTER, LANCASHIRE UK	33.20
Offices	LONDON - ASDA HAYES MILLINGTON ROAD HAYES LONDON	31.30
Offices	KETT HOUSE STATION ROAD, CAMBRIDGE, CAMBRIDGESHIRE, UK	24.70

# Investment Decisions

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## Alternatives

### Infrastructure

The ISC continues to be a supporter of this asset class with ambition to target **10%** of its alternative allocation via a fund of fund approach and investing directly. The allocation is diversified and split between three investment managers: Partners Group; JP Morgan and IFM Investors. Following advice from Mercer, JP Morgan and IFM Investors strategies were identified as suitable growth and income infrastructure solutions for the ACCESS pool and are now classified under ACCESS pooled management.

The ISC in June 2023 confirmed the decision to make a **£100m** commitment to Partners Group Life II Fund. No further top up commitments were made to IFM and JP Morgan during the year.

### Private Equity

The Fund has invested in this asset class for twenty years. As at 31 March 2024, the Fund's allocation continued to remain overweight, with the Fund targeting a strategic allocation of **4%**. This largely due to the positive point the Fund is within the J curve.

The Fund continued its commitment to investing in new private equity opportunities with agreeing to make a further commitment of **£70m** during 2023/24. This was the same from the prior year's annual commitment as a result of the appreciation of the Fund over the year in order to maintain the **4%** target allocation to this asset class. The Fund is currently in a position where new commitments are now funded via its positive net cashflow position.

### Currency

The Fund has a substantial exposure to overseas currencies given the global nature of many of the assets in which it invests. The Fund manages its currency exposure via investing in hedged versions of the global equity funds managed by its passive provider, UBS Asset Management.

### Timber

During the year the Stafford Timberland X fund was launched with a commitment of **£75m**. The additional commitment was aimed to ensure that the Timber asset class strategic allocation maintains its target of **4%**. The Stafford Carbon Offset Opportunities Fund which has a **£100m** commitment is expected to start drawing down commitment in 2024/25.

At the end of the year, good progress had been made with a further **13%** of the total Timber commitment drawn down, with **30%** of the commitments remaining.

### Private debt

The Fund currently has two direct lending mandates managed by Alcentra and Permira respectively with a combined allocation of **5%**.

Permira were appointed during 2021 to manage **3%** of the Fund and to complement the existing European focused strategy managed by Alcentra. At the end of the year progress had been made with **47%** of the commitment drawn down, with **53%** of the commitments remaining.

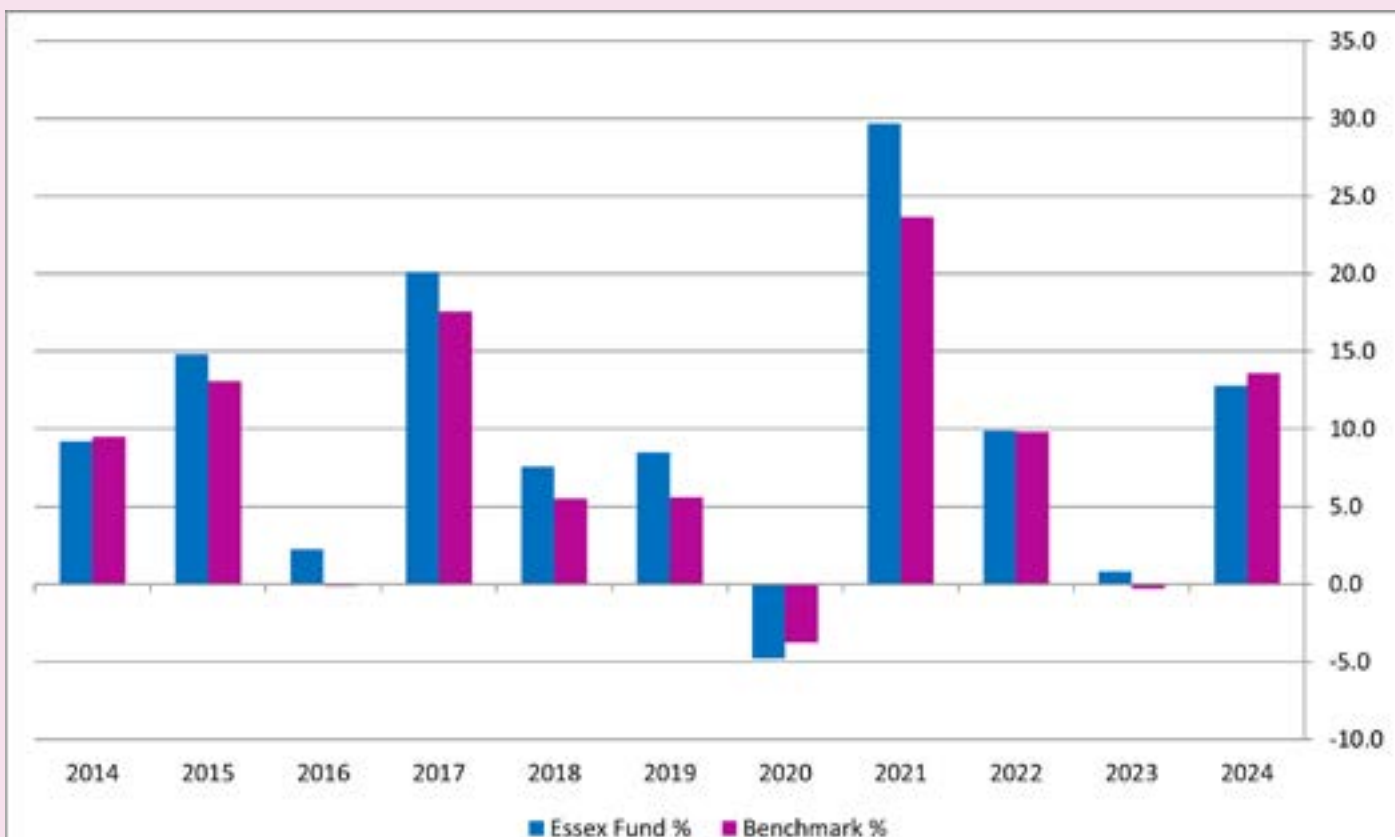
# Investment Performance

The investment performance of the Fund Managers is reported on a quarterly basis to the Investment Steering Committee (ISC). The Fund Managers submit reports and valuations for this purpose and meet at least annually with the Committee and/or its Officers and Adviser to make oral presentations and to answer questions.

Fund Managers are required to provide performance information to Northern Trust, who assess the gross rate of return achieved and provide performance reports that are for consideration by the ISC.

## Total Fund Performance

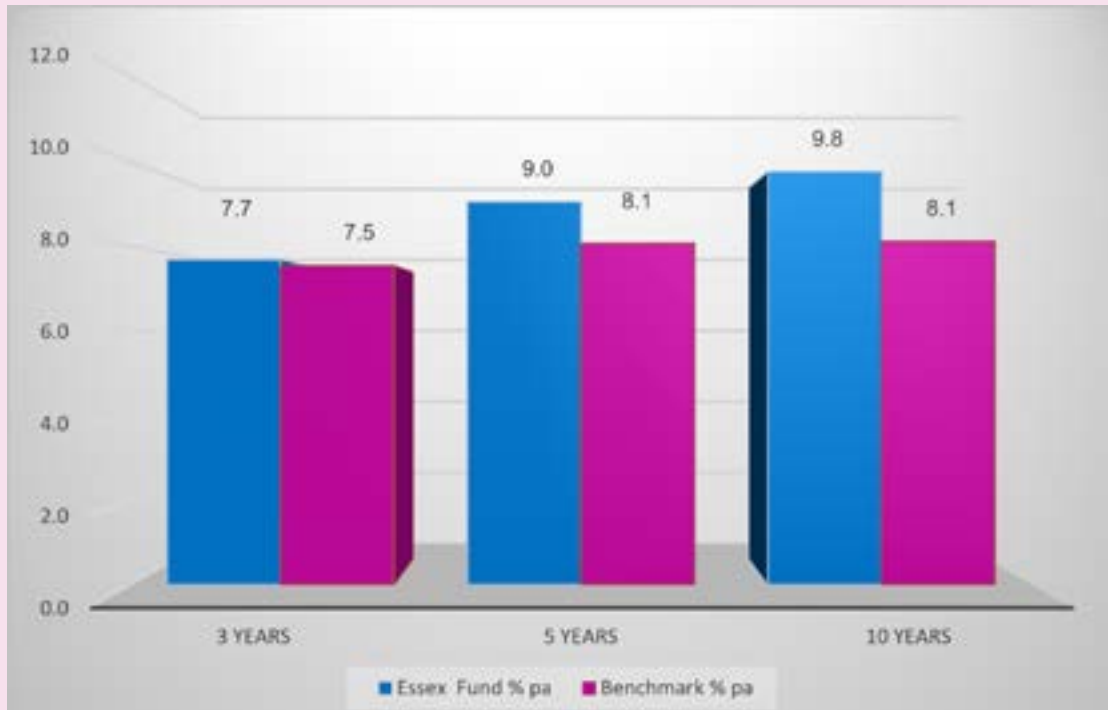
The graph below shows the relative performance of the Essex Pension Fund. The overall return on the Fund for 2023/24 was **12.8%** compared to the customised benchmark of **13.6%**.



2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
9.2	14.8	2.2	20.1	7.6	8.5	-4.8	29.7	9.9	0.8	12.8
9.5	13.1	-0.1	17.6	5.5	5.6	-3.8	23.7	9.8	-0.3	13.6

# Investment Performance

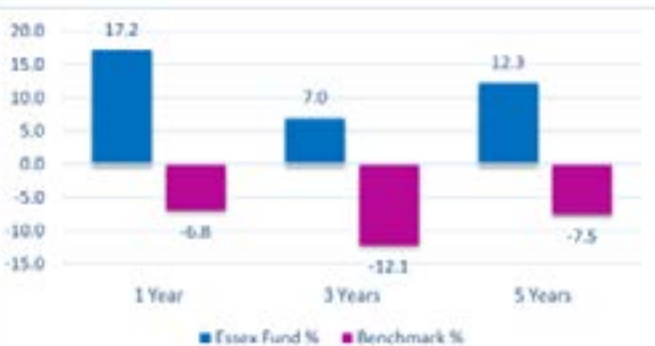
The below table shows the long term performance of the Fund and the variation against the benchmark:



## Returns by Asset Class

The analysis set out below shows the returns by asset class over the last 5 years:

### UK Equities



### Overseas Equities

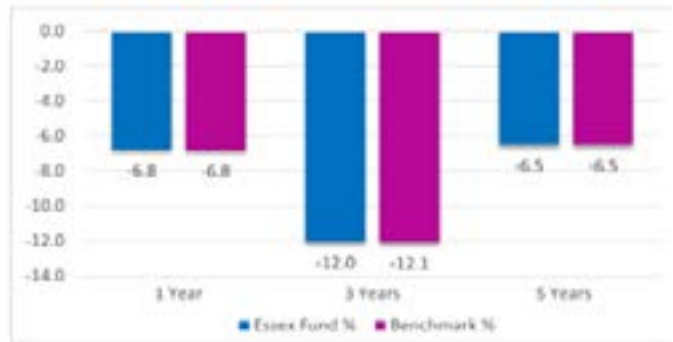


# Investment Performance

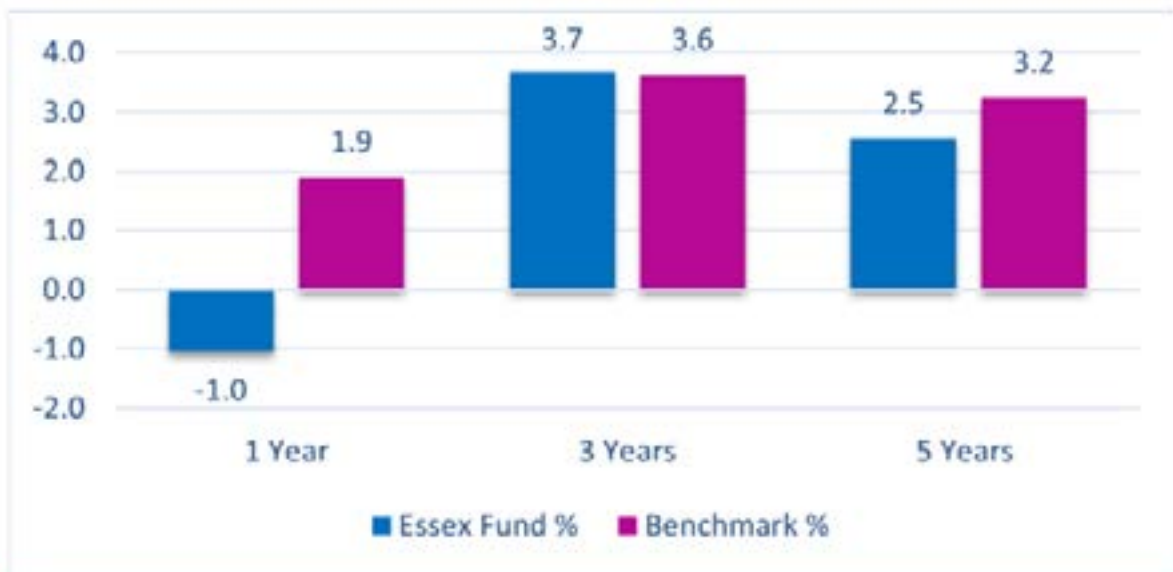
## Bonds



## Index Linked Bonds



## Property





# Investment Performance

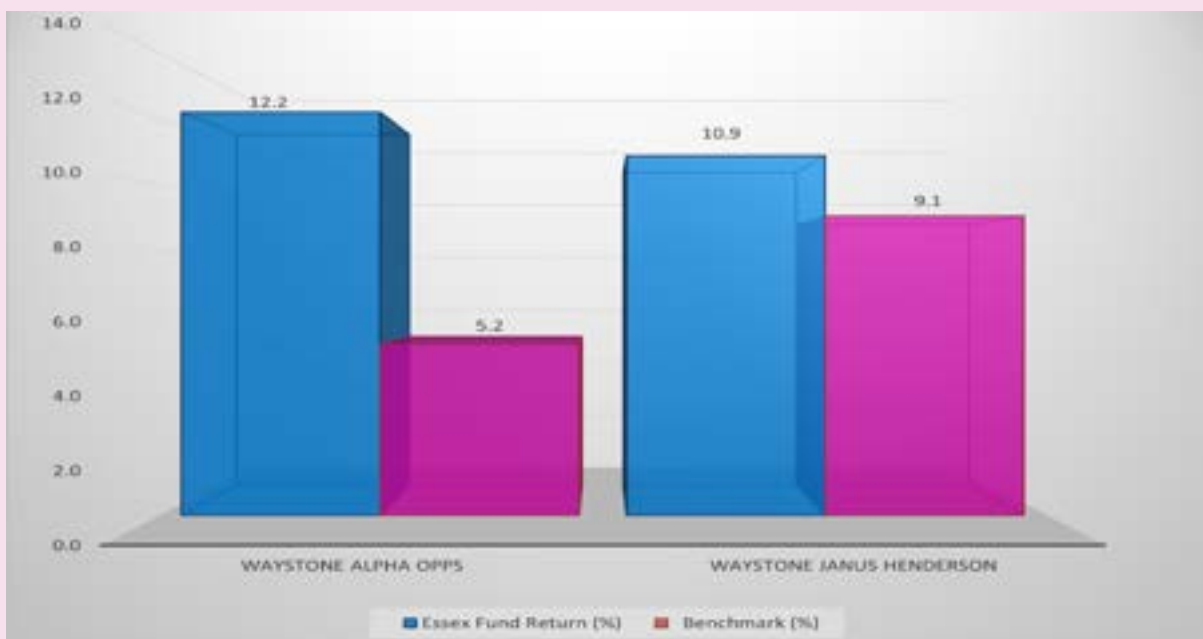
## Equity and bond performance by fund manager

The following graphs show the net performance of each Equity and Bond mandate compared to their benchmark for the year ended 31 March 2024.

### Equity Managers



### Bond Managers



## Asset Tables

The following tables show the asset allocation values and investment in the UK for the year ended 31 March 2024 categorised into pooled, under pooled management and not pooled.

### Asset allocation

£000 Asset Values	Pooled	Under Pooled Management	Not Pooled	Total
Equities (including convertible shares)	2,588,057	2,973,501	21	<b>5,561,579</b>
Bonds	1,986,594	194,485		<b>2,181,079</b>
Property		557,225	194,114	<b>751,339</b>
Private equity			475,935	<b>475,935</b>
Private debt			225,342	<b>225,342</b>
Infrastructure		692,775	371,445	<b>1,064,220</b>
Cash and net current assets			234,468	<b>234,468</b>
Other			370,841	<b>370,841</b>
<b>Total</b>	<b>4,574,651</b>	<b>4,417,986</b>	<b>1,872,166</b>	<b>10,864,803</b>

### UK Investment

£000 Asset Values	Pooled	Under Pooled Management	Not Pooled	Total
Listed Equities	121,340	115,269		<b>236,609</b>
Government Bonds	166,832	193,484		<b>360,316</b>
Infrastructure		60,209	50,800	<b>111,009</b>
Private Equity			2,359	<b>2,359</b>
Property		557,225		<b>557,225</b>
<b>Total</b>	<b>288,172</b>	<b>926,187</b>	<b>53,159</b>	<b>1,267,518</b>

# Pooling Progress

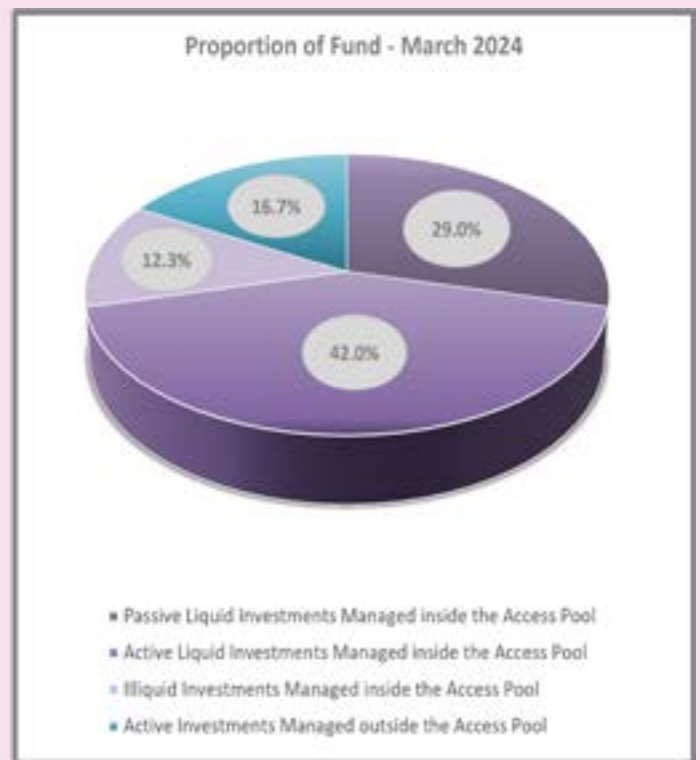
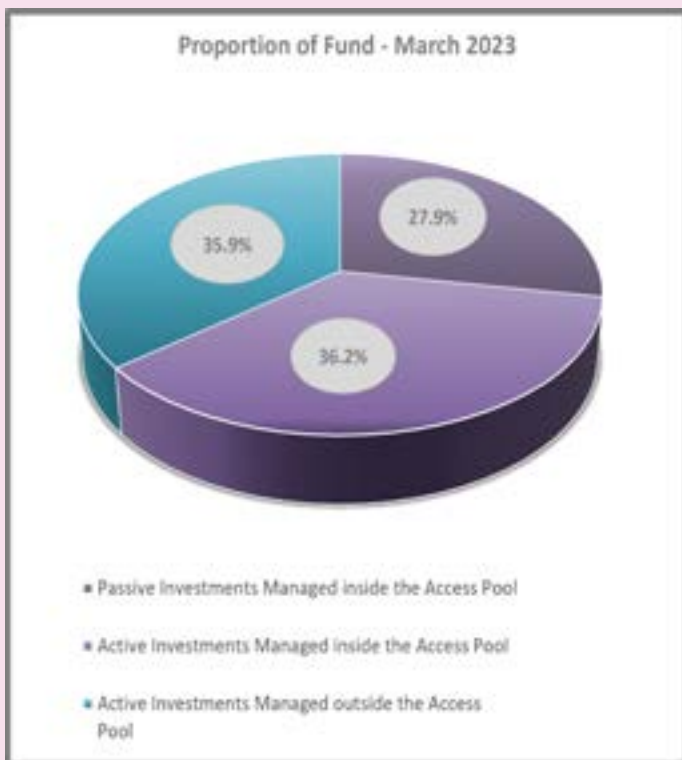


During the year the Fund continued to work with its partnering Funds of ACCESS to explore how best ACCESS can assist the Fund in implementing its investment strategy. As at March 2024 the Fund had transitioned **100%** of its liquid assets (**83%** of all assets) into the ACCESS pool.

In 2023/24, the Fund transitioned its UK Property Mandate managed by Aviva to CBRE, ACCESS's appointed UK property mandate manager. Further details of ACCESS's activities during the year can be found in the ACCESS Annual Report provided in the Section 1 of this report.

The following outlines key strategic decisions that the ISC have made during 2023/24 that have helped shape both the strategic and actual portfolio allocations shown above. It also discusses changes resulting from decisions made in prior years that have been implemented during 2023/24.

The below pie charts show the proportion of the Fund that has been pooled as at 31 March 2023 and 31 March 2024 which highlights the increase of pooling assets over the year:



The Fund for 2024/25 is looking to appoint the ACCESS pooled Global Real Estate solution to bring this strategic allocation back up to target since it is currently 2.2% underweight. The Fund, working with ACCESS, is also looking to allocate to an Impact UK Real Estate solution which will have a primary emphasis on decarbonisation.

The appointments of these two ACCESS solution fund managers for the stated allocations will further increase the percentage of pooled assets within the Fund.

## Pooling Savings

The below table shows the 2023/24 fee savings of the Fund invested through the ACCESS Pool and the total fee savings since 2017/18:

Investments in ACCESS Pool £000	2023/24	Total since 2017/18
	Price	Price
Global Equity Funds (Baillie Gifford, Longview & M&G Investments)	2,368	10,182
Emerging Markets Equity Funds (Columbia Threadneedle and Robeco)	317	317
Fixed Income (Alpha Opps, Fidelity and Janus Henderson)	1,213	2,174
Passive Investments (UBS Asset Management)	2,334	9,970
Infrastructure (IFM Investors & J.P. Morgan Asset Management)	983	983
Real Estate (CBRE)	5	5
<b>Overall total</b>	<b>7,220</b>	<b>23,631</b>

It is clear to see that the Fund is saving fees both this year and cumulatively since 2017/18 by investing through the ACCESS Pool compared to what the Fund would pay if these investments were not through the ACCESS Pool. This supports the objective of pooling by collectively along with other pension funds, increasing the amount of investment to secure reduced management fees.

## Cost Transparency

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The LGPS Code of Transparency was launched by the Scheme Advisory Board in May 2017. The Code is a voluntary agreement to provide LGPS clients with transparent cost information. This was followed up by the establishment of the Cost Transparency Initiative (a partnership between the Pensions and Lifetime Savings Association (PLSA), the Investment Association (IA) and the LGPS Advisory Board) in November 2018.

The Code of Transparency has been developed to assist LGPS funds in obtaining data they will require to report costs incurred by their investment funds. The Fund recognises that there is a growing awareness and interest in the costs and charges being incurred by its investment activities, and whether they represent value for money. By having a greater understanding of all the costs and charges generated by our investments, the Fund helping to ensure that the best possible returns are generated from our investment activities.

The Code of Transparency is currently voluntary, and therefore Fund Managers are not required to provide the information. However the Fund has been actively engaging with its fund managers, to encourage them that it is good practice to provide cost transparency information, and to voluntarily sign up to the Code of Transparency.

For 2023/24 Essex Pension Fund received cost transparency information from all fund managers (though not all templates were provided in time for the Fund to reflect all direct costs in the Statement of Accounts). The fund managers sent the information directly to the fund, using multiple versions of the cost transparency template.

CEM Benchmarking conducted an annual independent review comparing fees paid by the Fund, investment returns and the value added with its peers in the LGPS and the wider pensions marketplace. The Fund has now participated in the CEM Benchmarking exercise for nine consecutive years.

## Cost Transparency

Below is a table that reflects the costs and charges incurred by the Fund for 2023/24:

	Asset pool			Non-asset pool			Direct Costs	Indirect Costs	Whole Fund
	Direct £m	Indirect £m	Total £m	Direct £m	Indirect £m	Total £m	Total £m	Total £m	Total £m
<b>Management fees</b>	23.076	-	23.076	30.418	-	30.418	<b>53.494</b>	-	<b>53.494</b>
<b>Performance fees</b>	2.489	-	2.489	7.824	-	7.824	<b>10.313</b>	-	<b>10.313</b>
<b>Asset pool shared costs</b>	-	-	-	-	-	-	-	-	-
<b>Transaction Costs</b>									
Taxes and stamp duty	-	-	-	-	-	-	-	-	-
Broker commission	-	-	-	-	-	-	-	-	-
Implicit costs	-	3.230	3.230	-	-	-	-	<b>3.230</b>	<b>3.230</b>
Entry/ exit charges	-	-	-	-	-	-	-	-	-
Indirect transaction costs	-	0.861	0.861	-	-	-	-	<b>0.861</b>	<b>0.861</b>
Other transaction costs	-	-	-	0.047	-	0.047	<b>0.047</b>	-	<b>0.047</b>
<b>Custody</b>	-	-	-	0.008	-	0.008	<b>0.008</b>	-	<b>0.008</b>
<b>Other</b>									
Stock lending	-	-	-	-	-	-	-	-	-
Other costs	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>25.565</b>	<b>4.091</b>	<b>29.656</b>	<b>38.297</b>	<b>-</b>	<b>38.297</b>	<b>63.862</b>	<b>4.091</b>	<b>67.953</b>

# Responsible Investment

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Essex Pension Fund recognises *that environmental, social and governance (ESG) factors (including those related to climate risk) can influence long term investment performance and the ability to achieve long term sustainable returns.*

The Fund has committed to be Net Zero by 2050. As part of the 2023/24 Business Plan and Responsible Investment (RI) Project Plan for the year, the ISC have agreed that the Fund will measure three emission-based metrics. These are: total greenhouse gas emissions, carbon footprint and weighted average carbon intensity.

In 2023/24, as part of its commitment to invest £1bn into impact investment solutions, the Fund has committed £100m into the Partners Group Life II Fund. PG LIFE is a dedicated impact at scale strategy. The Fund has a dual mission to i) make investments in businesses with a measurable impact to 1 of 7 of the United Nations Sustainable Development Goals (“UN SDGS”) and ii) to do this without sacrificing financial returns. The PG LIFE strategy invests in businesses that promote social and/or environmental change while still generating financial returns.

## RI Engagement

The Fund expects its investment managers to take account of ESG considerations in the selection, retention and realisation of investments as an integral part of the normal investment research and analysis process. The Fund also expects its investment managers to engage with companies held on all matters in regard to good stewardship. The Fund believes taking account of such considerations forms part of the investment managers’ normal fiduciary duty.

## RI Priorities

The ISC has developed its [RI Policy](#) based on a set of RI beliefs. As part of this Policy, the Committee has identified the following [10 key RI Priorities](#) which were again revisited in 2023 which it expects the Fund’s investment managers to engage with companies invested in on the Fund’s behalf:

# Responsible Investment



## Voting

The Fund believes that exercising rights and responsibilities is fundamental to improving investment outcomes. Rights exist primarily through shareholdings, although they can be derived through other means.

The Fund's RI Policy includes its approach to exercising rights attached to investments. This includes the Fund's belief that if companies comply with the principles of the UK Corporate Governance Code, this can be an important factor in helping them succeed. The Fund also accepts the need for a flexible approach in the long-term interests of stakeholders including shareholders, company employees and consumers, and that the principles accepted as best practice in the UK may differ to those globally.

The Fund's investment managers should cast their votes for the Fund's long-term benefit, although the Fund recognises that individual managers may vote differently for very valid reasons, so would look to understand those reasons rather than constrain their approach.

## Further information

Further information regarding Essex Pension Fund's Responsible Investment activities can be found in our [Responsible Investment Report 2023](#) and [Stewardship Code 2024](#).



**SECTION 6**

**Administration**



# Overview

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## Activities

As well as continuing to carry out the day-to-day administrative tasks, the administration team also carried out the following activities during 2023/24:

- The introduction of the McCloud remedy.
- Continuing to develop the pension dashboard to meet the target “go live” date of 2025.
- Implementation of the fund’s new pensions website, providing a better communication tool between the fund and its stakeholders, with a target date of implementation of April 2025.
- Continue to promote the Fund’s online platform “Member Online”.

## Communications Policy

The [Communications Policy](#) is published on the Fund’s website and is built into the Fund’s three year business plan. In addition, an internal Communications Project Plan is monitored on a monthly basis ensuring the implementation of the policy. This includes receiving feedback from stakeholders as part of the Fund’s survey process.

## Value For Money Statement

The Essex Pension Fund Strategy Board (PSB) agrees the Fund’s annual Three-Year Business Plan and Budget at its March meeting. The 2024/25 – 2026/27 Business Plan can be found in Section 2. The Fund splits its Business Plan activities between Governance, Funding, Investment, Administration and Communications. The PSB monitors the Business Plan and Budget on a quarterly basis. During 2023/24 all business plan activities were delivered on time and within Budget and the outturn reported to the PSB.

Assurance over the effective and efficient operation of the Essex Pension Fund is provided by internal audit who carry out separate annual audits on administration and funding and investments. Both audits received ‘good assurance’, the highest assurance with no recommendations demonstrating that appropriate governance, risk management and controls are in place. The findings were reported to the Audit, Standards and Governance Committee on 25 March 2024 and noted by the PSB at their September 2024 meeting.

In addition, the PSB quarterly monitors the Fund’s Risk Register. Once a year a full risk exercise is also undertaken.

The Fund also regularly reviews its governance effectiveness including commissioning the Independent Governance and Administration Adviser (IGAA), to review the governance effectiveness of the Fund’s Boards and Committee. The last such review was in 2022 found that the “governance of the Fund was excellent” and that the “Administering Authority demonstrated best practice” in many areas. It highlighted that all key strategies and policies had clear objectives in place, adhered to legal and professional guidance requirements and that there was a clear programme in place to ensuring their periodic review. Putting governance at the heart of everything it does has aided in the Fund to have a resilient investment strategy which has contributed to the Fund being fully funded at the last Triennial Valuation. Despite this outcome, the Fund continues to look for ways to enhance its effectiveness going forward. The Fund strives to provide a friendly, professional first-class service to all its members. The Fund takes a targeted thematic approach to gauging feedback as detailed in its Stakeholder Engagement Strategy. During 2023/24 the Fund

# Overview

received a 98% positive satisfaction from its scheme members and 100% from its employers respectively. The Fund appreciates and acts upon the feedback it receives to improve stakeholder experience.

## Cost benchmarking

The Fund reports its performance against its Fund Scorecard measures quarterly and its Investment Scorecard annually.

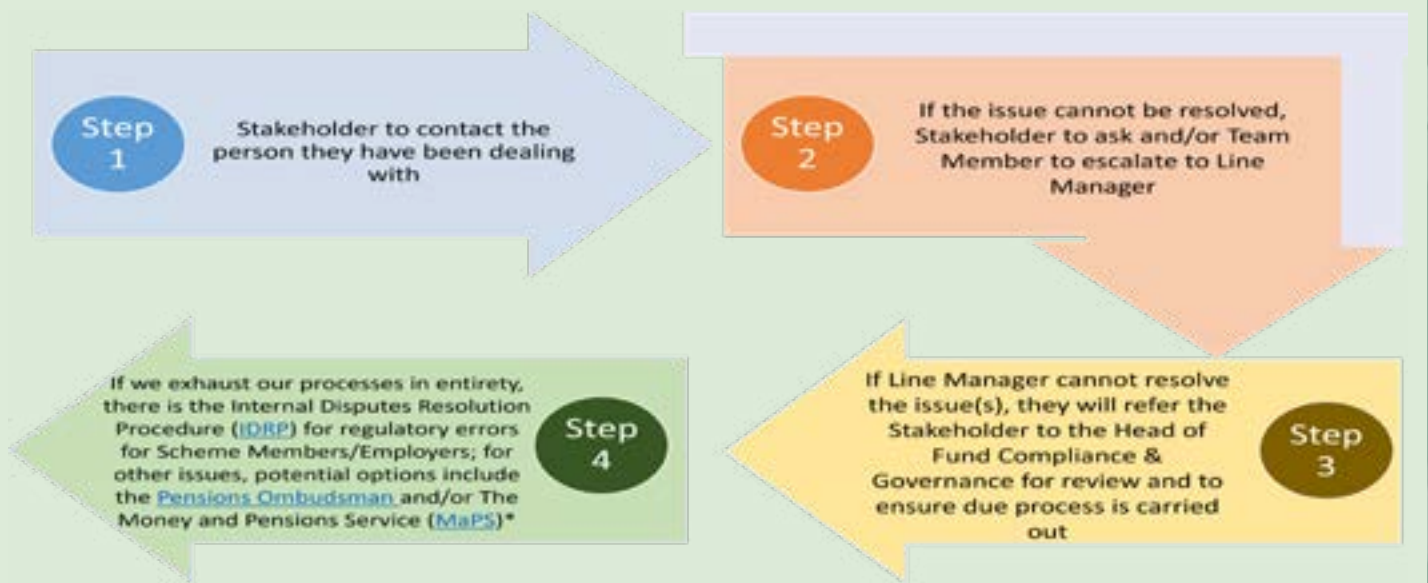
The Fund undertakes an annual CIPFA benchmarking exercise of its administration, The most recent data as at 2022/23 showed that the Fund cost per member was £19.50 compared to CIPFA benchmarking average of £37.25. The Fund measures its self against various administration KPI's. The last assessment undertaken showed that the Fund repeatedly exceeds CIPFA's benchmark and the Fund's own challenging 95% target.

In addition, the Fund has over the last nine years undertaken a benchmarking exercise of its investment costs using the external benchmarking services of CEM Benchmarking. The most recent exercise was carried out in 2022/23 and showed that the Fund delivered a five-year net return of 8% which was 1.6% above the LGPS median. Over this period net added value of 1.4% compared favourably with a LGPS median of 0.9% equating to a monetary benefit of £589m.

Waystone, ACCESS's ASC Operator undertakes an Annual Value Assessment on all of the equity or bond strategies that the Fund invested in were assessed positively across several metrics. In addition, ACCESS also commissioned ClearGlass to undertake an independent review of manager fees. ClearGlass concluded that overall ACCESS was demonstrating value for money with on average fees 17bps cheaper than the market.

## Dispute Resolution

The Fund's [Internal Dispute Resolution Policy \(IDRP\)](#) is published on the website. The Fund report all IDRP's upheld on a quarterly basis to the PSB, and for 2023/24, none were upheld. We also report compliments and complaints to the PSB on a quarterly basis and for 2023/24 we received a total of 5 complaints and 214 compliments. No known cases were reported to the Ombudsman during 2023/24.



## Membership Summary

The table below breaks down membership of the Fund by type as at 31 March:

31 March 2023		31 March 2024
59,160	Contributors	58,853
49,770	Pensioners	52,142
72,337	Deferred Pensioners	73,395
<b>181,267</b>	<b>Total</b>	<b>184,390</b>

- *Deferred pensioners are former employees who have chosen not to transfer their pension rights.*

The table below breaks down membership by employer as at 31 March:

31 March 2023		31 March 2024
<b>770</b>	<b>Number of Employers in scheme</b>	<b>796</b>
	<b>Number of Contributors in scheme</b>	
7,382	County Council	7,298
51,778	Other Employers	51,555
<b>59,160</b>	<b>Total Contributors</b>	<b>58,853</b>
	<b>Number of Pensioners</b>	
18,562	County Council	19,125
31,208	Other Employers	33,017
<b>49,770</b>	<b>Total Pensioners</b>	<b>52,142</b>
	<b>Number of Deferred Pensioners</b>	
26,090	County Council	24,636
46,247	Other Employers	48,759
<b>72,337</b>	<b>Total Deferred Pensioners</b>	<b>73,395</b>

## Membership Summary

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In 2023/24 there have been 3,562 (2,624 in 2022/23) new pensions paid, which are analysed below:

Retirement Type	Number of Retirements 2022/23	Number of Retirements 2023/24
Ill Health	113	112
Normal	733	1,111
Early	1,778	1,568
Late	-	771
<b>Total</b>	<b>2,624</b>	<b>3,562</b>

## Key Performance Indicators

The following tables below detail the key performance indicators the fund uses to measure its activities:

**Table A - Total number of casework**

Ref	Casework KPI	Total number of cases open as at 31 March (starting position)	Total number of new cases created in the year (1 April to 31 March)	Total number of cases completed in year	Total % of cases completed in year	Total number of cases completed in previous year	Total % of cases completed in previous year
A1	Deaths recorded of active, deferred, pensioner and dependent members	315	1,328	1,597	97.2	1,519	95.18
A2	New dependent member benefits	13	605	618	100	597	97.90
A3	Deferred member retirements	47	1,830	1,804	96.11	1,370	97.72
A4	Active member retirements	99	1,397	1,430	95.59	1,325	96.93
A5	Deferred benefits	4,718	9,322	11,249	80.12	5,477	79.04
A6	Transfers in (including interfunds in, club transfers)	40	373	397	96.13	279	98.94
A7	Transfers out (including interfunds out, club transfers)	29	103	129	97.73	138	97.87
A8	Refunds	58	2,165	2,221	99.91	1,829	98.55
A9	Divorce quotations issued	12	379	386	98.72	407	99.75
A10	Actual divorce cases	3	4	7	100	11	91.67
A11	Member estimates requested either by scheme member and employer	1,935	11,179	12,613	96.18	6,838	96.12
A12	New joiner notifications	76	17,272	17,341	99.96	15,737	99.52
A13	Aggregation cases	1,376	8,059	9,116	96.62	4,993	96.46
A14	Optants out received after 3 months membership	0	123	123	100	176	100

## Key Performance Indicators

**Table B - Time taken to process casework**

Ref	Casework KPI	Suggested Fund Target	% completed within fund target in year	% completed in previous year
B1	Communication issued with acknowledgement of death of active, deferred, pensioner and dependant member	5 days	99.9	99.9
B2	Communication issued confirming the amount of dependants pension	10 days	98.4	98.2
B3	Communication issued to deferred member with pension and lump sum options (quotation)	15 days	96	95.7
B4	Communication issued to active member with pension and lump sum options (quotation)	15 days	97.9	98.1
B5	Communication issued to deferred member with confirmation of pension and lump sum options (actual)	15 days	98.9	98.9
B6	Communication issued to active member with confirmation of pension and lump sum options (actual)	15 days	97.7	98
B7	Payment of lump sum (both actives and deferreds)	15 days	98.5	98.4
B8	Communication issued with deferred benefit options	15 days	91.4	91
B9	Communication issued to scheme member with completion of transfer in	15 days	95.2	N/A
B10	Communication issued to scheme member with completion of transfer out	15 days	96.1	N/A
B11	Payment of refund	10 days	95.5	95.7
B12	Divorce quotation	45 days	98.7	98.3
B13	Communication issued following actual divorce proceedings i.e. application of a Pension Sharing Order	15 days	100	100
B14	Communication issued to new starters	40 days	99.9	99.8
B15	Member estimates requested by scheme member employer	15 days	96	N/A

## Key Performance Indicators

**Table C - Communications and engagement**

Ref	Engagements with online portals	% as at 31 March
C1	% of active members registered	30.4
C2	% of deferred members registered	28.6
C3	% of pensioner and survivor members	36.3
C4	% of total of all scheme members registered for self-service	31.5
C5	Number of registered users by age	N/A
C6	% of all registered users that have logged onto the service in the last 12 months	21.1
	<b>Communication</b>	
C7	Total number of telephone calls received in year	21,956
C8	Total number of email and online channel queries received	66,355
C9	Number of scheme member events held in year (total of in-person and online)	9
C10	Number of employer engagement events held in year (in-person and online)	2
C11	Number of active members who received a one-to-one (in-person and online)	36
C12	Number of times a communication (i.e newsletter) issued to:	
	a) Active members	164,361
	b) Deferred members	129,527
	c) Pensioners	148,719

**Table D - Resources**

Ref	Resources	As at 31 March
D1	Total number of all administration staff (FTE)	51.6
D2	Average service length of all administration staff	9.234
D3	Staff vacancy rate as %	13.70%
D4	Ratio of all administration staff to total number of scheme members (all staff including management)	0.000237
D5	Ratio of administration staff (excluding management) to total number of scheme members)	0.000263



## Key Performance Indicators

**Table E - Data Quality**

Ref	Annual Benefits Statements	Total
E1	Percentage of annual benefit statements issued as at 31 August	100
E2	(Short commentary if less than 100%)	N/A
	<b>Data category</b>	
E3	Common data score	95.3
E4	Scheme specific data score	95
E5	Percentage of active, deferred and pensioner members recorded as 'gone away' with no home address held, or address is known to be out of date	4.6
E6	Percentage of active, deferred and pensioner members with an email address held on file	64.3
	<b>Employer performance</b>	
E7	Percentage of employers set up to make monthly data submissions	100
E8	Percentage of employers who submitted monthly data on time during the reporting year	92.7

## Scheme Details

Essex Pension Fund administers the Local Pension Scheme (LGPS), on behalf of Essex County Council, for employees of County, Borough, District and Unitary Councils, and 796 other employing bodies. The scheme does not include teachers, fire-fighters and police officers, who have separate pension schemes.

Benefits are prescribed by, and the Essex Pension Fund is invested in accordance with, the provisions of the Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016.

The rate of member contributions is between 5.50% and 12.5% of pensionable pay and the rate of employer contributions is set at each triennial valuation of the Essex Pension Fund. A member can choose to pay a reduced contribution of one half of the standard rate, known as the 50/50 option. A reduced pension accrual rate is applied as detailed in the Retirement Benefits section below.

Brief details of some of the principal benefits available to members of the LGPS are listed below:

### 1. Retirement Benefits

A member must have a minimum of 2 years membership with the LGPS to qualify for pension benefits and if they are aged 55 or over on retiring from their employment, they can choose to receive immediate payment.

Benefits paid before Normal Pension Age (state pension age or age 65, if later) are reduced for early payment.

Payment of the benefits can be deferred beyond Normal Pension Age but they must be paid before age 75 is reached and they are increased for late payment.

For membership before 1 April 2014, the benefits are based on scheme membership and pensionable pay (normally the pensionable pay received in the last 12 months of membership).

For membership after 31 March 2014, the annual pension is calculated on a Career Average Revalued Earnings (CARE) basis. The aggregated CARE pension earned at the end of each scheme year (1 April to 31 March) is revalued by HM Treasury Orders and carried forward to the following year.

#### i) Annual Pension

The calculation of the annual pension is based on the following formula:

*Final Pay x 1/80 x Membership up to 31 March 2008, plus  
Final Pay x 1/60 x Membership from 1 April 2008 to 31 March 2014, plus  
Pensionable pay (received in each scheme year after 31 March 2014) x 1/49\* with the aggregated pension revalued each year by an HM Treasury Revaluation Order*

\*the accrual rate for a member paying reduced contributions under the 50/50 option is 1/98. The pre 2014 retirement benefits are unaffected by this option.

When in payment, the pension will receive cost of living increases as directed by Pensions Increase (Review) Orders.

#### ii) Lump Sum

There may be an entitlement to a tax-free lump sum, calculated using the following formula:

*Final Pay x 3/80 x Membership up to 31 March 2008*

# Scheme Details

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*(There is no automatic lump sum for Membership from 1 April 2008)*

## iii) Conversion of Pension

All members can exchange pension for a lump sum subject to LGPS and HM Revenue and Customs limits.

## 2. Ill Health Retirement

A member with at least 2 years membership who:

- is, as a result of ill-health or infirmity of mind or body, permanently incapable of discharging efficiently the duties of the employment the member was engaged in, and
- as a result of ill-health or infirmity of mind or body, is not immediately capable of undertaking any gainful employment.
- is retired by their employer, will receive immediate payment of a pension and, where applicable, a lump sum.

If it is considered the member is likely to be capable of obtaining gainful employment within 3 years, the pension is reviewable after 18 months and, in any case, will cease after 3 years. For all other ill health retirements, the pension is payable for life.

In certain circumstances, the membership is increased to compensate for premature retirement.

## 3. Redundancy and Business Efficiency

A member with at least 2 years membership who is aged 55 or over and is made redundant or retired on the grounds of business efficiency will receive immediate unreduced payment of a pension and, where applicable, a lump sum.

## 4. Deferred Benefits

Leavers with at least 2 years membership, who are not entitled to receive immediate payment, are awarded a deferred benefit. This is usually paid at Normal Pension Age, but a member can elect to receive early payment once he has reached age 55 in which case benefits are reduced for early payment. The member has the option to defer payment beyond Normal Pension Age but their pension must be brought into payment before their 75th birthday. Alternatively, it may be possible to transfer the cash equivalent value of the deferred benefit to another pension arrangement. Deferred benefits receive cost of living increases as directed by Pensions Increase (Review) Orders.

## 5. Death in Service

A lump sum death grant of 3 times pensionable pay received is payable, regardless of the period of scheme membership. In addition, pensions are payable to surviving spouses, or partners. Dependent children under the age of 18, or 23 if in continuing full-time education or training, also qualify for a pension.

## 6. Death after Retirement for members retiring after 31 March 2014\*

Spouse's, partner's and dependant children's pensions are payable as above. If the pension has been in payment for less than 10 years, the balance of 10 years' pension is paid as a lump sum death grant.

## Scheme Details

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### 7. Death in Deferment for members leaving the scheme after 31 March 2014\*

A lump sum death grant of 5 times the deferred pension is payable. In addition, spouse's, partner's and dependant children's pensions are payable as above.

\*Death grants may be calculated on a different basis where a member left the scheme before 1 April 2014.

### 8. Councillor Members

A modified scheme prescribed by the Local Government Pension Scheme Regulations 1997 was available for councillors of authorities whose Independent Remuneration Panel took a decision to allow them the option to be members.

From 1 April 2014, Councillors could no longer join the LGPS and existing members had to cease making pension contributions when their current term of office, on that date, ended. All councillor members in the Essex Pension Fund had ceased contributing by 9 May 2017.

### Further information

Information for members, including full guides to the Local Government Pension Scheme, can be viewed on the Essex Pension Fund website at [www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk).

Essex Pension Fund's [Administration Strategy](#) can be found on the website.

The Director for Essex Pension Fund and her staff will be pleased to answer any questions regarding the administration of the Local Government Pension Scheme (e-mail: [pensionenquiries@essex.gov.uk](mailto:pensionenquiries@essex.gov.uk)).

## Participating Employers of the Fund

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### **Administering Authority**

Essex County Council

### **Scheduled**

Anglia Ruskin University

Basildon District Council

Braintree District Council

Brentwood Borough Council

Castle Point Borough Council

Chelmsford City Council

Chelmsford Fe College

Colchester Borough Council

Colchester Borough Homes Ltd

Colchester Institute

Epping Forest District Council

Essex Chief Constable

Essex Fire Authority

Harlow College

Harlow District Council

Maldon District Council

Police and Fire Crime Commissioner

Rochford District Council

South Essex College (Merged with Prospects College of Advanced Technology (PROCAT))

South Essex Homes Ltd

Southend-On-Sea Borough Council

Tendering District Council

The Sixth Form College, Colchester

Thurrock Borough Council

USP College (Merged with Seecat)

Uttlesford District Council

Writtle Agricultural College

### **Academies**

Abbots Hall Primary School

Abbotsweld Primary Academy

Academies Enterprise Trust

Acorn Academy

Alderton Infant School

Alderton Junior School

Alec Hunter

Alton Pak Academy

Anglo European Academy

Appleton Academy, The

Arthur Bugler Primary School

Ashingdon Academy

Aveley Primary School

Bardfield Primary & Nursery School

Barling Magna Community Primary School

Barnes Farm Infant School

Barnes Farm Junior School

Baron Court Primary School & Nursery

## Participating Employers of the Fund

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Basildon Lower Academy	Buckhurst Hill Community Primary School
Basildon Upper Academy	Bulphan C of E Primary School
Beacon Hill Academy	Burnt Mill Academy
Beaulieu Park School, The	Burrsville Infant School
Beckers Green	Buttsbury Academy
Belchamp St Paul C of E Primary School	Camulos Academy
Belfairs Community College Academy	Canewdon Endowed CE VC Primary School
Belmount Castle (Previously Stifford Primary)	Cann Hall Academy
Bentley St Paul Church of England Voluntary Aided Primary School	Castle View School
Benyon	Castledon School Academy Trust
Berlesduna Academy Trust	Cecil Jones Academy
Billericay Academy	Chadwell St Mary Primary School
Blenheim Primary School & Children's Centre	Chafford Hundred Primary
BMAT	Chappel VE C of E Primary School
Bocking Primary School	Chase High School
Bonnygate Primary School	Chelmer Valley High Academy
Boswells Academy	Chelmsford High School for Girls
Bournemouth Park Primary School	Chelmsford Learning Partnership
Bournes Green Infant School	Cherry Tree Academy
Bournes Green Junior School	Cherry Tree primary School Basildon
Braiswick Primary Academy	Chigwell Primary Academy
Brentwood County High School	Chigwell Row Infant School
Brentwood Ursuline Academy	Chipping Ongar Primary School
Briscoe Primary And Nursery	Clacton Coastal Academy
Bromfords Academy, The	Clacton County Academy
	Colchester Academy

## Participating Employers of the Fund

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Colchester High Girls Academy	Endeavour Coop Academy
Colchester Royal Grammar Academy	Epping St John's C of E School
Colne Community Academy	Epping Upland C of E School
Colne Engaine Cof E Primary School	Fairhouse Primary School
Columbus Academy	Fawbert & Barnard's Primary School
Cooks Spinney Academy	Feering C of E Primary School
Cornelius Vermuyden School	Felmore Primary School
Corringham Primary School	Finchingfield St John' C of E Primary Academy
Crays Hill Primary School	Fitzwimarc School, The
Cressing Primary School	Flitch Green Academy
Darlinghurst	Ford End C of E Primary
Davenant Foundation Academy	Fordham All Saints CE (VC) Primary School
De Vere Primary School	Forest Hall School
Deanes School, The	Freshwaters Academy
Debden C of E Primary Academy	Friars Primary School & Nursery
Debden Park High Academy	Frinton-on-Sea Primary School
Deneholm Primary School	Gable Hall Academy
Dilkes Primary Academy	Gateway Academy, The
Diocese of Chelmsford Vine Schools	Giffards Primary School
Doddington CofE Junior School	Gilberd Academy
Downs Primary School & Nursery, The	Glebe Primary School
East Tilbury Primary and Nursery	Gosfield Community Primary School
Eastwood Academy	Graham James Primary Academy
Edwards Hall Primary	Great Baddow High Academy
Elm Hall Primary School	Great Bentley Primary School
Elmstead Market	Great Berry Academy

## Participating Employers of the Fund

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Great Clacton C of E Junior School	High Beech Primary School
Great Wakering Primary Academy	High Ongar Primary School
Greensward Academy	Highwood Primary
Greenways Primary (Inf/Jnrs merged)	Hillhouse C of E Primary School
Greenwell, The Academy	Hilltop Infant School
Grove Wood Primary School	Hilltop Junior Academy
Gt Chesterford Primary Academy	Hinguar Primary School
Hadleigh Inf & Nurs Academy	Hockerill Academy
Hadleigh Junior School Academy	Hockley Primary School
Hamford Primary Sch Academy	Hogarth Primary School and Nursery
Hamstel Infant School & Nursery	Holland Park Academy
Hamstel Junior School	Holt Farm Junior School
Harlowbury Primary School	Holy Cross Catholic Primary South Ockendon
Harris Academy Chafford Hundred	Holy Cross RC Primary Academy
Harwich And Dovercourt Academy	Holy Family Catholic Primary School (Benfleet)
Hassenbrook Academy Trust	Holy Family Catholic Primary School (Witham)
Hatfield Heath Primary School	Holy Trinity CofE Primary School, Eight Ash Green and Aldham
Hathaway Academy	Home Farm Primary School
Hedingham Academy	Honywood Community Academy
Helena Romanes Vi Form Academy	Horndon on the Hill CofE
Henry Moore Primary School	Howbridge CofE Junior School
Hereward Primary School	Hutton All Saints Academy
Herringham Primary Sch Academy	Hylands School Academy
Heybridge Co-Operative Academy	Iceni Academy
Heybridge Primary Academy	Ivy Chimneys Primary School
Heycroft Primary School	



## Participating Employers of the Fund

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James Hornsby High Academy	Langham Oaks School
Janet Duke Primary School	Lansdowne Primary Sch Academy
Jerounds Primary School	Larchwood Primary School
John Ray Junior School	Larkrise Primary School
Jotmans Hall Primary Academy	Latchingdon CofE Primary School
Joyce Frankland Academy	Latton Green Primary
Katherine Semar Infants School	Lawford Mead
Katherine Semar Junior School	Learning Partnership Trust (The)
Katherines Primary	Lee Chapel Primary Academy
Kelvedon Hatch Community Primary School	Leigh Beck Infant & Nursery Academy
Kenningtons Primary Academy	Leigh Beck Junior School
Kents Hill Infant Academy	Limes Farm Infant School
Kents Hill Junior Academy	Little Parndon Academy
King Edmund Academy	Little Thurrock Primary School
King Edward Grammar Academy	Longwood Primary Academy
King Harold B And E Academy	Lubbins Park
King John Academy	Lyons Hall Primary Sch Academy
Kings Road Primary School	Magna Carta Primary Academy
Kingsdown School	Maldon Primary School
Kingsmoor Primary Academy	Maltese Road Primary School
Kingston Primary Academy	Maltings Academy
Kingswode Hoe School	Manningtree High Academy
Kirby Primary Academy	Maple Grove
Laindon Park Primary School	Margaretting CofE Primary School
Lambourne Primary School	Mark Hall School
Lancaster School	Market Field School

## Participating Employers of the Fund

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Mayflower High School Academy	Ockendon Academy, The
Maylandsea Primary School	Olive AP Academy Thurrock
Meadgate Primary Academy	Ongar Primary School
Merrylands Primary School	Ormiston Park Academy
Messing Primary School	Ormiston Rivers Academy
Mildmay Primary (Inf/Jnrs merged)	Orsett C of E Primary School
Milwards Primary & Junior	Our Lady Immaculate Primary Academy
Mistley Norman CofE Primary School	Our Lady of Lourdes Catholic Primary School
Monkwick Infant Academy	Our Lady of Ransom Catholic Primary School (Rayleigh)
Monkwick Junior Academy	Parkwood Academy
Montgomerie Primary School	Passmores Academy Trust
Moulsham County Junior Academy	Paxman Academy
Moulsham High Academy	Pear Tree Mead Academy
Moulsham Infants Academy	Pemberley Academy
Mountnessing Primary School	Perryfields Infant School
New Rickstones Academy	Perryfields Junior School
Newhall Primary Academy	Philip Morant Academy
Newlands Spring Pri Academy	Pioneer School, The
Noak Bridge Primary School	Plumberow Primary Academy
North Crescent Primary School	Plume Academy
North East Essex Co-Operative Academy	Porters Grange
Northwick Park Primary & Nursery Academy	Potter Street Primary School
Notley Green Academy	Powers Hall Junior
Notley High & Braintree Viform	Prince Avenue Primary Academy
Oak View Special School	Purfleet Primary School
Oaklands Infant School	Purford Green

## Participating Employers of the Fund

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Purleigh Community Primary School	Shalford Primary School
Quarry Hill	Shaw Primary Academy
R A Butlers Infants Academy	Shenfield High Academy
R A Butlers Junior Academy	Shenfield St Marys
Ramsden Hall School	Shoeburyness Academy
Ramsey Academy, Halstead, The	Sigma Trust
Ravens Academy	Silver End Academy
Rayleigh Primary Academy	Sir Frederick Gibberd College
Rayne Primary and Nursery School	Sir Martin Frobisher Academy
Richard de Clare Community School	Somers Heath Primary
Richmond Avenue School	South Benfleet Primary Academy
Ridgewell C of E Primary School	South Essex Alliance MAT Central (Start Date 1.9.2022)
Rivenhall CofE Primary School	Southchurch High School
Robert Drake Primary Academy	Southend High For Boys Academy
Rochford Primary School	Southend High Girls Academy
Roding Valley High School	Southminster CofE Primary School
Rolph Church of England Primary School	Southview Primary School
Roseacres Primary School	St Albans RC Primary Academy
Roxwell CofE Primary School	St Andrew's C of E Primary School, Halstead
Roydon Primary School (Academy)	St Andrew's CE (VC) Primary School, Marks Tey
Runwell Primary Academy	St Andrews CofE PRIMARY School, Great Yeldham
Sacred Heart Catholic Primary School	St Andrews Primary School (Weeley)
Saffron Walden High Academy	St Anne Line Catholic Infant School
Sandon Academy	St Bernards High Academy
SEAX Trust	St Cedds
SECAT (converted 1.9.2019)	St Christopher Academy

## Participating Employers of the Fund

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St Clare's RC Primary School - Clacton	St Teresa's Academy Colchester
St Cleres Co-Operative Academy	St Teresa's Catholic Primary School - Basildon
St George's Catholic Primary School (Shoeburyness)	St Teresa's Catholic Primary School (Rochford)
St Helena Academy	St Thomas More Academy Colchester
St Helen's Catholic Primary School (Westcliff-on-Sea)	St Thomas More Academy Saffron Walden
St Helens Rc Junior Academy	St Thomas More High Academy
St James Cof E Primary School Colchester	St Thomas of Canterbury Catholic Primary School (GRAYS)
St James CofE Primary School - Harlow	Stambridge Primary School
St John Fisher Catholic Primary School	Stanford-Le-Hope Primary
St John's C of E Primary School, Buckhurst Hill	Stanway Academy
St Joseph Catholic Primary School (Stanford-Le-Hope)	Stapleford Abbotts Primary Academy
St Joseph's Catholic Primary Harwich	Staples Road Primary School
St Joseph's Catholic Primary School (Canvey Island)	Steeple Bumpstead Primary School
St Lukes RC Academy (Harlow)	Stewards Academy
St Margaret's CofE Primary School Bowers Gifford	Stifford Clays
St Marks West Essex Academy	Stisted Primary Academy
St Martins High Academy	Sutton House Academy
St Mary's C of E Primary South Woodham Ferrers	SWECET
St Mary's Catholic Primary School, Tilbury	Sweyne Park Academy
St Marys Primary Academy Kelvedon	Tabor Science Academy
St Nicholas C of E Primary School Tillingham	Takeley Primary School
St Nicholas CE VC Primary School, Rawreth	Tany's Dell Primary School
St Nicholas School	Templars Primary & Nursery
St Osyth CofE Primary School	Temple Sutton Primary School
St Peter's Catholic Primary Billericay	Tendring Tech College Academy
St Pius X Catholic Primary	Thameside Primary Academy

## Participating Employers of the Fund

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Theydon Bois Primary School	Westerings Primary Academy
Thomas Lord Audley Academy	Westwood Primary Academy
Thorpedene Primary School	White Bridge Primary School
Thriftwood Primary Academy	White Hall Academy
Thundersely Primary School	Whitmore Primary School & Nursery
Thurstable Academy	Wickford CofE Academy
Tilbury Pioneer Academy	William De Ferrers Academy
Tiptree Heath Primary	William Edwards Academy
Tollshunt D'Arcy St Nicholas CofE Primary School	William Martin C of E Infant School
Treetops School	William Martin C of E Junior School
Tudor Court Primary Academy	William Read Primary School
Two Village C of E Primary	Willow Brook Primary School and Nursery
Tyrrells Primary Academy	Willows Primary School, The
Unity Primary Academy	Wimbish Primary School
Victory Park Academy	Winter Gardens Academy
Waltham Holy Cross Primary Academy	Woodham Ley Primary School
Warren Primary School	Woodlands School
Water Lane Primary Academy	Woodside Primary Academy
Waterman Primary School	Woodville School
Wells Park School	Wyburns Primary School
West Hatch High Academy	Zenith Multi Academy Trust
West Leigh Junior School	
West Thurrock Academy	<b>Free/Studio Schools</b>
Westborough Primary Academy	Becket Keys School Free School
Westcliff High Boys Academy	Beckmead Moundwood Academy (Formerly Aspire Academy)
Westcliff High Girls Academy	

## Participating Employers of the Fund

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BMAT STEM (formerly Sir Charles Kao)

Chatten Free School

Gateway Primary Freeschool

Grove House School

Harris Academy Riverside Free School

Harris Primary Academy Mayflower

Ongar Academy

Orsett Heath Academy

Southend YMCA Community Free School

St Luke's Park Primary School

Thames Park Secondary School

The Hawthorns School

The Trinity School

### **Community Admission Body**

Ardleigh Reservoir Committee

Braintree District Museum Trust

Brentwood Community Transport

Care Quality Commission

Changing Pathways (Basildon Womens Refuge)

Chelmer Housing Partnership

Chelmsford Citizens Advice Bureau

Chelmsford Council For Vol Services

Eastlight Community Homes (formerly Greenfields Community Housing Ltd)

Epping Forest Community Transport

Essex Association of Local Councils

Harlow District Sports Trust

North Essex Partnership University NHS Foundation Trust

Orchestras Live

Phoenix Group Homes

Race Equality Foundation

Rochford Housing Association

Safer Places

The Community Council Of Essex

The Trading Standards Inst

Thurrock Community Leisure Ltd

Thurrock Lifestyle Solutions CIC

University Of Essex

University of Essex Commercial Services Ltd

### **Schools**

All Saints C of E (VA) Primary School (Great Oakley)

All Saints C of E (VC) Primary School

Beauchamps School

Birch Church of England Voluntary Aided Primary School

Blackmore Primary School

Boxted St Peter's C of E (VC) Primary School

Bradfield School

Brightlingsea Primary School & Nursery

Brightside Primary School

Brinkley Grove Primary School

## Participating Employers of the Fund

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Broomfield Primary School	Harwich Community Primary Sch & Nursery
Buttsbury Infants School	Hatfield Peverel Infant School
Canvey Island Infant School & Nursery	Hazelmere Infants School & Nursery
Cathedral School	Hazelmere Junior
Chase Lane Primary School	Heathlands Primary School, West Bergholt
Children's Support Centre, Langdon Hills	Henham and Ugley Primary
Church Langley	Highfields Primary School - Manningtree
Collingwood Primary School	Highwood Primary School
Copford C of E (VC) Primary School	Holland Haven Primary School
Danbury Park Community Primary School	Holt Farm Infant School
Dunmow St Mary's Primary School	Howbridge Infants School
Earls Colne Primary School	Ingrave Johnstone C of E VA Primary School
Eastwood Primary School	Kings Ford Infant School
Elmwood Primary School	Kingswood Primary
Engaines Primary School	Langenhoe Community Primary School
Felsted Primary School	Lawford Primary School
Galleywood Infants School	Layer-De-La-Haye C of E Primary School
Glenwood School	Leverton Primary
Great Bardfield School	Lexden Spring
Great Dunmow Primary School	Little Waltham C.E.V.A Primary School
Great Easton C of E Primary	Mayflower Primary School
Great Totham School	Mersea Island Primary School
Great Waltham C of E Primary School	Mildene Pirmary School
Hamilton County Primary School	Millfield Primary School
Hare Primary	Millhouse Primary School
Harlow Fields School	Milton Hall Primary School

## Participating Employers of the Fund

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Nazeing Primary School	St Katherine's CofE Primary School
Parsons Heath CE Primary	St Lawrence Church of England Primary School
Prettygate Infants School	St Mary's CofE Primary (Burnham on Crouch)
Prettygate Junior School	St Mary's CofE Primary School
Priory Primary School	St Michael's C of E Junior School
Queen Boudica Primary School	St Michael's Primary School & Nursery
Riverside Primary 0100	St Peters CE Primary South Weald
Roach Vale Primary School	St Thomas of Canterbury Primary (Formerly St Thomas of Canterbury Junior, Brentwood)
Rodings Primary School	Stanway County Primary School
Sheering CofE Primary	Stanway Fiveways Primary School
Shorefields School	Terling Church of England Primary School
St Andrews CofE Primary School (Bulmer)	Thaxted Primary School
St Andrews Junior School (Hatfield Peverel)	The Bishop William Ward C of E Primary School
St Andrews Primary School (North Weald)	Thomas Willingale Primary School
St Aubyn Centre, Therapeutic Education Department	Tollesbury School
St Benedicts College	Trinity Road Primary
St Francis Primary School (Start date 01.04.2023)	Trinity St Mary's Co of E Primary School
St Georges C of E Primary School	Upshire Primary School
St George's School (Colchester)	Walton Primary School
St Giles CofE Primary School	Westlands Community Primary School
St Helen's RC Infant School	White Court School
St John Green	Willowbrook Primary School Hutton
St John Payne	Wix & Wrabness Primary School
St John's C of E Primary, Colchester	Woodcroft Nursery School
St Joseph's Catholic Primary School, South Woodham Ferrers	Woodham Walter Primary



## Participating Employers of the Fund

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Writtle Junior School

### **Transferee Admission Body**

APCOA

Aramark Ltd

Ashlyn Healthcare Ltd

Barnardos

Catering Academy Ltd

Dovercourt Healthcare Ltd

ECS Ltd Reablement South East

Elite Cleaning Services Limited (Mayflower Primary)

Elite Cleaning Services Limited (White Court School)

Essex Cares Ltd

Essex Community Support Limited

Essex Community Support Mid

Essex Community Support North East

Essex Community Support South West

Essex Community Support West

Essex Equipment Service Ltd

Essex Inclusion And Employment

Everyone Health LTD

Fusion Lifestyle

Goldenley Healthcare Ltd

Harrison Catering Academy Ltd

Hertfordshire NHS Partnership Trust

Idverde Ltd (formerly English Landscapes)

Juniper Education (ECC Schools HR)

Juniper Education (ECC Schools Payroll)

L & L Cleaning Services Ltd (ECC/Grange Primary)

Let's Do Business (Ongar Business Centre)

Longfield Healthcare Ltd

Mark Walker (Ground Maintenance) LTD

Mears Limited

Medequip Assistive Technology Ltd

Mitie Security Limited

Mitie Technical Fm Ltd

Morgan Sindall Property Services

Pabulum Ltd Boswells

Pinnacle F M

Pinnacle FM (Thurrock)

Pinnacle FM Ltd (Castle Point BC)

Pinnacle Housing Ltd Basildon

Places for People Leisure Ltd

Ringway Jacobs Limited

Riverside Truck Rental Ltd Basildon

Schools Office Services

Skanska (Woodlands School)

SLM Charitable Trust (LM)

SLM Charitable Trust (SV)

SLM Health & Fitness (LM)

SLM Health & Fitness (SV)

SPS UK & I Ltd

## Participating Employers of the Fund

Trafalgar UK Theatres Ltd (formerly H Q Theatres Ltd)

Updata Infrastructure (UK) Ltd

Uttlesford Norse Services Ltd

Wettons Cleaning Services Ltd

### **Academy Pooled TAB**

Aspens (AET)

Aspens Services Limited (Lion Trust)

Birkin Cleaning Services Ltd (Fitzwimarc School)

Birkin Cleaning Services Ltd (Hamstel Jnr/Portico)

Cater Link Ltd (Glebe)

Cater Link Ltd (Hylands)

Cater Link Ltd (St Thomas More)

Cater Link Ltd (Willowbrook)

Chartwells (ATT)

Cleantec Services Ltd

Cleantec Services Ltd - St Martins

Hertfordshire Catering Ltd (Templefields)

J & J Contract Cleaning LTD

Kindred - Great Baddow High School

Kindred - Prince Avenue

Kindred (Richmond Avenue) (Formerly known as Ridge Crest Richmond Avenue)

Kindred FM (SWECET)

Kindred Holt Farm (Formerly know as Ridge Crest Cleaning (Holt Farm))

L & L Cleaning Services Ltd (Silver End)

Lewis & Graves Partnership Ltd (St Bernards)

Pabulum Ltd (Bournemouth Park)

Pabulum Ltd (Chase High)

Pabulum Ltd (Portico)

Pabulum Ltd (Princes Avenue)

Pinnacle FM Ltd PCLC

Priority Support Services (Vine School Trust)

Ridge Crest (Burnt Mill Academy Trust)

Ridge Crest Cleaning Ltd-Hylands

Sansum Cleaning Solutions (Staples Rd)

Sansum Solutions Group Limited

Town and Country Cleaners Ltd

### **Resolution Body**

Althorne Parish Council

Ardleigh Parish Council

Ashingdon Parish Council

Barling Magna Parish Council

Billericay Town Council

Blackmore Parish Council

Boreham Parish Council

Boxted Parish Council

Brightlingsea Town Council

Broomfield Parish Council

Buckhurst Hill Parish Council

Burnham On Crouch Town Council

## Participating Employers of the Fund

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Canewdon Parish Council	Great Notley Parish Council
Canvey Island Town Council	Great Wakering Parish Council
Chappel Parish Council	Great Waltham Parish Council
Chelmsford Garden Community Council	Great Yeldham Parish Council
Chignal Parish Council	Halstead Town Council
Chigwell Parish Council	Harwich Town Council
Coggeshall Parish Council	Hatfield Broad Oak Parish Council
Colchester Amphora Trading Ltd	Hawkwell Parish Council
Colchester Commercial (Holdings) Ltd	Herongate and Ingrave Parish Council
Copford with Easthorpe Parish Council	Heybridge Parish Council
Danbury Parish Council	Hockley Parish Council
Earls Colne Parish Council	HTS (Property and Environment) Ltd
East Donyland Parish Council	Hullbridge Parish Council
Epping Town Council	Ingatestone & Fryerning Parish Council
Essex Shared Services Ltd	Kelvedon Hatch Parish Council
Feering Parish Council	Kelvedon Parish Council
Fordham Parish Council	Lawford Parish Council
Frinton & Walton Town Council	Layer De La Haye Parish Council
Galleywood Parish Council	Leigh On Sea Town Council
Great Baddow Parish Council	Little Canfield Parish Council
Great Bentley Parish Council	Little Clacton Parish Council
Great Bromley Parish Council	Little Waltham Parish Council
Great Chesterford Parish Council	Little Yeldham Parish Council
Great Dunmow Town Council	Loughton Town Council
Great Easton & Tilty Parish Council	Maldon Town Council
Great Horkesley Parish Council	Manningtree Town Council

## Participating Employers of the Fund

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Messing Cum Inworth Parish Council

Mistley Parish Council

Myland Community Council

Nazeing Parish Council

North Weald Parish Council

Ongar Town Council

Pebmarsh Parish Council

Pleshey Parish Council

Purleigh Parish Council

Qualis Management Ltd

Rayleigh Town Council

Rayne Parish Council

Runwell Parish Council

Saffron Walden Town Council

Sandon Parish Council

Sible Hedingham Parish Council

Silver End Parish Council

South Hanningfield Parish Council

South Woodham Ferrers Town Council

Southend Care Ltd

Southminster Parish Council

Springfield Parish Council

St Osyth Parish Council

Stansted Mountfitchet Parish Council

Stanway Parish Council

Stock Parish Council

Stondon Massey Parish Council

Takely Parish Council

Terling and Fairstead Parish Council

Thaxted Parish Council

Tiptree Parish Council

Tollesbury Parish Council

Wakes Colne Parish Council

Waltham Abbey Town Council

West Bergholt Parish Council

West Mersea Town Council

Wickford Town Council

Witham Town Council

Wivenhoe Town Council

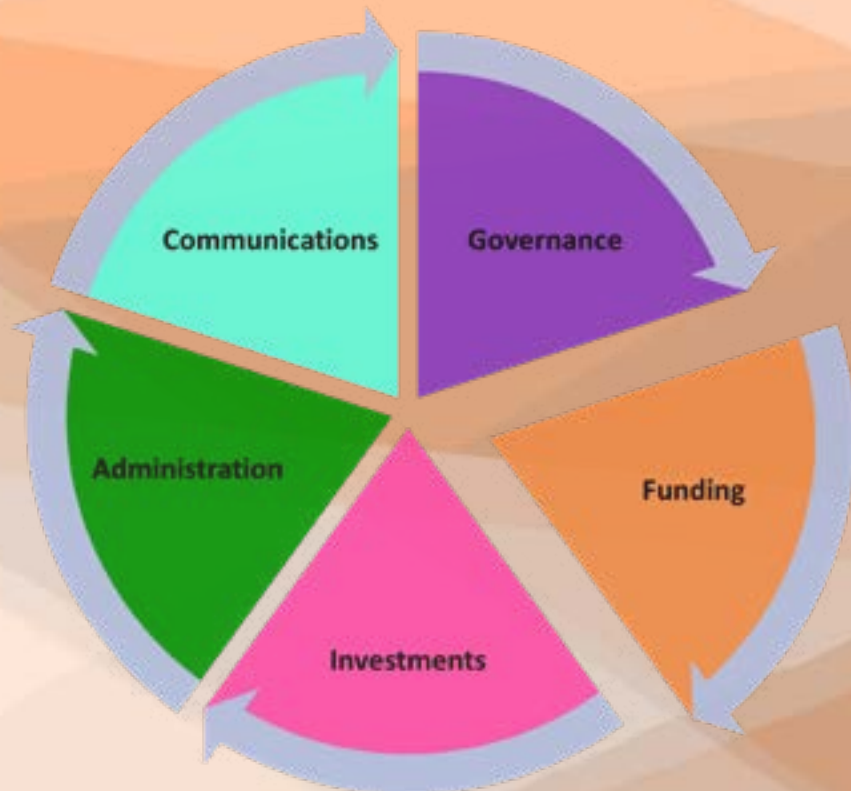
Wormingford Parish Council

Writtle Parish Council

**SECTION 7**

**Scheme Actuary**

**2022 Valuation**



# Essex Pension Fund

## Actuarial Valuation 2022

### Statement by Consulting Actuary 2022 Actuarial Valuation

An Actuarial Valuation of the Essex Pension Fund was carried by the Fund's Actuary, Barnett Waddingham as at 31 March 2022 to determine the contribution rates with effect from 1 April 2023 to 31 March 2026. A schedule of contribution rates payable can be found on the following pages.

On the basis of the assumptions adopted, the valuation revealed that the value of the Fund's assets of £8.10bn represented 102% of the Funding Target liabilities of £7.92bn at the valuation date. This was based on a smoothing adjustment of 98.8% applied to the market value of the assets and a stability reserve of 15%. See below table:

Past Service Fund Position	31 March 2022 £bn
Smoothed asset value	8.10
Past service liabilities	
Active	2.74
Deferred Pensioners	1.76
Pensioners	3.42
<b>Total</b>	<b>7.92</b>
Surplus (deficit)	0.18
<b>Fund Level</b>	<b>102%</b>

The valuation also showed that a primary contribution rate of contribution of 22.0% of Pensionable Pay per annum was required from employers (20% as at March 2019). The primary rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date. See below table:

Primary rate	% of Payroll
Total future service rate	28.5%
Less employee contribution rate	-6.5%
<b>Total primary rate</b>	<b>22.0%</b>

# Essex Pension Fund

## Actuarial Valuation 2022

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### General and specific notes

The final rates and adjustment certificate will include any general notes applicable to the Fund's employer contributions and any specific notes applicable to a particular individual employer.

The monetary amounts are payable in 12 monthly instalments throughout the relevant year unless agreed by the administering authority and an individual employer.

The notes below relate to particular employers and correspond to the letters shown in the specific notes column in the table.

(i) We understand that employers with this note have agreed with the administering authority that they will pay their monetary contributions as lump sum payments at the start of the year (i.e. in April of the relevant year(s)). If the employer does not make the lump sum payment in April of the relevant year(s) then an increased lump sum will be payable equal to the amount shown in brackets in the contribution schedule and a deadline of 30 September will be set. If this secondary deadline is missed, then further interest will be applied to the lump sum to a revised payment date agreed with the administering authority.

(ii) These employers are expected to cease during the intervaluation period. When the contract ceases, we will carry out a cessation valuation to determine any exit payment/credit that may be due to/from the Fund. If the contract is extended beyond or to the intervaluation period then the rates as shown in the contribution schedule apply.

(iii) This employer has a deferred debt agreement (DDA) with the Fund. We have certified zero contributions for the next three years only. The funding position of the employer will be re-evaluated as part of the actuarial valuation as at 31 March 2025 and contributions may be certified for the employer if the funding position shows a deficit.

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Major tax raising bodies</b>					
Essex County Council (incl. former GM schools)	21.7%	-1.5%	-1.0%	-0.5%	
Basildon Borough Council	21.4%	-	-	-	
Braintree District Council	22.1%	-	-	-	
Brentwood District Council	22.0%	-	-	-	
Castle Point Borough Council	21.9%	-	-	-	
Chelmsford City Council	21.3%	£534k (£545k)	-	-	(i)
Colchester Borough Council	21.2%	£984k			(i)
Epping Forest District Council	22.1%	£185k	£193k	£200k	
Harlow District Council	22.3%	-	-	-	
Maldon District Council	20.9%	£351k (£359k)	-	-	(i)
Rochford District Council	21.0%	£93,000 (£95,000)	-	-	(i)
Southend-On-Sea City Council (incl. former GM schools)	21.3%	-1.3%	-0.7%	-	
Tendring District Council	22.0%	-	-	-	
Thurrock Borough Council	21.9%	-1.1%	-1.1%	-1.1%	
Uttlesford District Council	22.2%	£490k	-	-	
Essex Fire Authority	21.6%	-1.1% plus £389k (£397k)	-0.6% plus £404k (£413k)	£420k (£429k)	(i)
Police, Fire and Crime Commissioner	21.3%	-1.6% plus £1,010	-0.8% plus £1,050	£1,090	
Essex Chief Constable	21.3%	-1.6% plus £91,380	-0.8% plus £91,380	£91,380	
Colchester Amphora Trading Ltd	21.2%	-2.2%	-2.2%	-2.2%	
Colchester Commercial (Holdings) Ltd	21.2%	-2.2%	-2.2%	-2.2%	



# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Other scheduled bodies (Further and higher education bodies, housing associations etc.)</b>					
Anglia Ruskin University	20.3%	-1.5% plus £1.17m	-0.8% plus £1.21m	£1.26m	
Chelmsford FE College	23.6%	-1.7% plus £70k	-0.8% plus £70k	£70k	
Colchester Borough Homes Ltd	22.4%	-1.6%	-1.6%	-1.6%	
Colchester Institute	22.6%	£113k	£117k	£122k	
Harlow College	21.6%	£145k	£145k	£145k	
The Sixth Form College Colchester	24.6%	£36k	£37k	£38k	
South Essex College	22.1%	£237k	£247k	£258k	
South Essex Homes Ltd	24.2%	-	-	-	
University Of Essex	25.5%	-1.6%	-1.6%	-1.6%	
USP College	21.3%	£12k	£12k	£12k	
Writtle University College	21.4%	-1.9% plus £112k	-0.9% plus £122k	£132k	

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Designated bodies</b>					
Essex Shared Services Ltd	26.3%	-3.2%	-3.2%	-3.2%	
HTS (Property and Environment) Ltd	23.9%	-	-	-	
Juniper Education	26.9%	£19,100	£19,800	£20,600	
Juniper Education (Essex Education Services)	24.4%	2.6%	2.6%	2.6%	
Southend Care Ltd	27.5%	-	-	-	
Qualis Management Ltd	27.2%	-1.3%	-1.3%	-1.3%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Other admission bodies (typically used to be CABs)</b>					
Ardleigh Reservoir Committee	28.4%	-28.4%	-28.4%	-28.4%	
Braintree District Museum Trust	26.6%	£1,620	£1,780	£1,960	
Brentwood Community Transport	30.1%	£1,800	£1,870	£1,940	
Care Quality Commission	27.4%	-27.4%	-27.4%	-27.4%	
Changing Pathways	26.6%	-26.6%	-26.6%	-26.6%	
Chelmer Housing Partnership	21.4%	-1.2% plus £110k	0.8% plus £120k	2.8% plus £130k	
Chelmsford Citizens Advice Bureau	28.4%	-28.4%	-28.4%	-28.4%	
Chelmsford Community Transport	23.3%	-23.3%	-23.3%	-23.3%	
Chelmsford Council for Voluntary Service	29.2%	-29.2%	-29.2%	-29.2%	
The Community Council Of Essex	28.4%	£21,300	£22,000	£23,000	
Eastlight	24.9%	£72,000	£75,000	£78,000	
Epping Forest Community Transport	29.9%	£2,000	£2,200	£2,400	
Essex Association of Local Councils	21.0%	1.6% plus £4,990	1.6% plus £5,180	1.6% plus £5,380	
Essex Partnership University NHS Foundation Trust (EPUNFT)	27.2%	-27.2%	-27.2%	-27.2%	
Harlow District Sports Trust	26.1%	£2,970	£3,090	£3,210	
Moat Housing Group Ltd	24.4%	£18,100	£18,800	£19,500	
Orchestras Live	25.8%	-2.6% plus £6,000	-2.6% plus £6,250	-2.6% plus £6,500	
Phoenix Group Homes	30.8%	-30.8%	-30.8%	-30.8%	
Race Equality Foundation	25.3%	-15.3%	-15.3%	-15.3%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Rochford Housing Association	25.3%	-25.3%	-25.3%	-25.3%	
Safer Places	26.5%	£73k	£76k	£79	
Social Care Institute For Excellence	0.0%	-	-	-	(iii)
Thurrock Community Leisure Ltd	25.1%	-1.5% plus £5,680	-0.6% plus £6,100	£6,300	
Thurrock Lifestyle Solutions CIC	26.5%	-1.9%	-1.9%	-1.9%	
The Trading Standards Institute	24.4%	£50,000	£50,000	£50,000	
University of Essex Commercial Services Ltd	31.3%	-31.3%	-31.3%	-31.3%	
Worthing Homes Ltd	24.5%	-	-	-	

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Contractors (Individual Employers)</b>					
APCOA	30.3%	-30.3%	-30.3%	-30.3%	
Aramark	26.4%	-0.2%	-0.2%	-0.2%	(ii)
Ashlyn Healthcare Ltd	27.4%	-27.4%	-27.4%	-27.4%	(ii)
Atalian Servest (William Edwards)	27.0%	-2.1%	-2.1%	-2.1%	
Barnardos	31.1%	-31.1%	-31.1%	-31.1%	(ii)
Dovercourt Healthcare Ltd	33.2%	-33.2%	-33.2%	-33.2%	(ii)
Ecocleen Services Ltd (Ramsey Academy)	30.2%	-5.1%	-5.1%	-5.1%	
Ecocleen Services Ltd (Richard De Clare)	29.6%	-7.6% plus £100	-4.0% plus £120	£160	
Elite Cleaning Services (Mayflower Primary)	25.0%	£590	£610	£530	
Everyone Health Ltd	24.4%	£2,100	£440	-	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Fusion Lifestyle	26.2%	-26.2%	-26.2%	-26.2%	
Goldenley Healthcare Ltd	27.1%	-27.1%	-27.1%	-27.1%	(ii)
H Q Theatres Ltd	22.7%	£6,666	£6,920	£7,180	
Harrison Catering Academy Ltd (Tabor)	26.6%	-	-	-	
Hertfordshire NHS Foundation Trust	22.9%	£10,500	£10,950	£4,750	(ii)
Idverde	28.5%	-23.5%	-23.5%	-23.5%	(ii)
L & L Cleaning (Grange Primary School)	26.3%	0%	0%	0%	
Let's Do Business (Ongar Business Centre)	30.7%	£3,940	£4,090	£4,250	
Longfield Healthcare Ltd	19.0%	-19.0%	-19.0%	-19.0%	(ii)
Mears Limited	30.3%	-30.3%	-30.3%	-30.3%	(ii)
Mitie Security Limited	25.3%	-25.3%	-25.3%	-25.3%	
Mitie Technical FM Ltd	28.5%	-28.5%	-28.5%	-28.5%	
Morgan Sindall Property Services	25.8%	-	-	-	(ii)
Pabulum (Boswells)	34.8%	-12.0%	-12.0%	-12.0%	
Pinnacle F M	23.6%	-	-	-	
Pinnacle Housing Ltd (Basildon)	22.9%	£1,340	£1,400	£1,450	
Pinnacle (Thurrock)	25.8%	£12,500	-	-	(ii)
Places for People Leisure Ltd	24.9%	-1.0%	-1.0%	-1.0%	
Ringway Jacobs Limited	28.2%	-	-	-	
Riverside Truck Rental Ltd	26.0%	-21.0%	-21.0%	-21.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Schools Offices Services Ltd	26.8%	-	-	-	
Skanska (Woodlands School)	27.7%	-22.7%	-22.7%	-22.7%	
Updata Infrastructure (UK) Ltd	23.3%	-	-	-	(ii)
Uttlesford Norse Services Ltd	24.1%	-1.0%	-1.0%	-1.0%	
Wetton Cleaning Services Ltd	24.3%	£6,300	-	-	(ii)

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Contractors (Funding Pool)</b>					
Essex Cares Ltd	25.0%	-25.0%	-25.0%	-25.0%	
Essex Inclusion And Employment	25.0%	-25.0%	-25.0%	-25.0%	(ii)
Essex Community Support Limited	25.0%	-25.0%	-25.0%	-25.0%	(ii)
ECS Ltd Reablement South East	25.0%	-25.0%	-25.0%	-25.0%	(ii)
Essex Community Support Mid	25.0%	-25.0%	-25.0%	-25.0%	(ii)
Essex Community Support North East	25.0%	-25.0%	-25.0%	-25.0%	(ii)
Essex Community Support South West	25.0%	-25.0%	-25.0%	-25.0%	(ii)
Essex Community Support West	25.0%	-25.0%	-25.0%	-25.0%	(ii)
SLM Health & Fitness (SV)	23.4%	-5.5%	-5.5%	-5.5%	
SLM Health & Fitness (LM)	23.4%	-5.5%	-5.5%	-5.5%	
SLM Charitable Trust (SV)	23.4%	-5.5%	-5.5%	-5.5%	
SLM Charitable Trust (LM)	23.4%	-5.5%	-5.5%	-5.5%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Town and parish councils</b>					
Althorne Parish Council	24.2%	0.6%	0.6%	0.6%	
Ardleigh Parish Council	24.2%	0.6%	0.6%	0.6%	
Ashingdon Parish Council	24.2%	0.6%	0.6%	0.6%	
Barling Magna Parish Council	24.2%	0.6%	0.6%	0.6%	
Barnston Parish Council	24.2%	0.6%	0.6%	0.6%	
Billericay Town Council	24.2%	0.6%	0.6%	0.6%	
Birchanger Parish Council	24.2%	0.6%	0.6%	0.6%	
Blackmore Parish Council	24.2%	0.6%	0.6%	0.6%	
Boreham Parish Council	24.2%	0.6%	0.6%	0.6%	
Boxted Parish Council	24.2%	0.6%	0.6%	0.6%	
Bradwell with Pattiswick Parish Council	24.2%	0.6%	0.6%	0.6%	
Brightlingsea Town Council	24.2%	0.6%	0.6%	0.6%	
Broomfield Parish Council	24.2%	0.6%	0.6%	0.6%	
Buckhurst Hill Parish Council	24.2%	0.6%	0.6%	0.6%	
Bulmer Parish Council	24.2%	0.6%	0.6%	0.6%	
Burnham On Crouch Town Council	24.2%	0.6%	0.6%	0.6%	
Canewdon Parish Council	24.2%	0.6%	0.6%	0.6%	
Canvey Island Town Council	24.2%	0.6%	0.6%	0.6%	
Chappel Parish Council	24.2%	0.6%	0.6%	0.6%	
Chignal Parish Council	24.2%	0.6%	0.6%	0.6%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Chigwell Parish Council	24.2%	0.6%	0.6%	0.6%	
Coggeshall Parish Council	24.2%	0.6%	0.6%	0.6%	
Copford with Easthorpe Parish Council	24.2%	0.6%	0.6%	0.6%	
Danbury Parish Council	24.2%	0.6%	0.6%	0.6%	
Earls Colne Parish Council	24.2%	0.6%	0.6%	0.6%	
East Donyland Parish Council	24.2%	0.6%	0.6%	0.6%	
Epping Town Council	24.2%	0.6%	0.6%	0.6%	
Feering Parish Council	24.2%	0.6%	0.6%	0.6%	
Fordham Parish Council	24.2%	0.6%	0.6%	0.6%	
Frinton & Walton Town Council	24.2%	0.6%	0.6%	0.6%	
Galleywood Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Baddow Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Bentley Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Burstead Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Chesterford Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Horkesley Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Notley Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Wakering Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Waltham Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Yeldham Parish Council	24.2%	0.6%	0.6%	0.6%	
Great Dunmow Town Council	24.2%	0.6%	0.6%	0.6%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Halstead Town Council	24.2%	0.6%	0.6%	0.6%	
Harwich Town Council	24.2%	0.6%	0.6%	0.6%	
Hawkwell Parish Council	24.2%	0.6%	0.6%	0.6%	
Herongate and Ingrave Parish Council	24.2%	0.6%	0.6%	0.6%	
Heybridge Parish Council	24.2%	0.6%	0.6%	0.6%	
Hockley Parish Council	24.2%	0.6%	0.6%	0.6%	
Hullbridge Parish Council	24.2%	0.6%	0.6%	0.6%	
Ingatestone & Fryerning Parish Council	24.2%	0.6%	0.6%	0.6%	
Kelvedon Hatch Parish Council	24.2%	0.6%	0.6%	0.6%	
Kelvedon Parish Council	24.2%	0.6%	0.6%	0.6%	
Lambourne Parish Council	24.2%	0.6%	0.6%	0.6%	
Lawford Parish Council	24.2%	0.6%	0.6%	0.6%	
Leigh On Sea Town Council	24.2%	0.6%	0.6%	0.6%	
Little Canfield Parish Council	24.2%	0.6%	0.6%	0.6%	
Little Clacton Parish Council	24.2%	0.6%	0.6%	0.6%	
Little Oakley Parish Council	24.2%	0.6%	0.6%	0.6%	
Little Waltham Parish Council	24.2%	0.6%	0.6%	0.6%	
Little Yeldham Parish Council	24.2%	0.6%	0.6%	0.6%	
Loughton Town Council	24.2%	0.6%	0.6%	0.6%	
Maldon Town Council	24.2%	0.6%	0.6%	0.6%	
Marks Tey Parish Council	24.2%	0.6%	0.6%	0.6%	



# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Mayland Parish Council	24.2%	0.6%	0.6%	0.6%	
Mistley Parish Council	24.2%	0.6%	0.6%	0.6%	
Mountnessing Parish Council	24.2%	0.6%	0.6%	0.6%	
Myland Community Council	24.2%	0.6%	0.6%	0.6%	
Nazeing Parish Council	24.2%	0.6%	0.6%	0.6%	
North Weald Parish Council	24.2%	0.6%	0.6%	0.6%	
Ongar Town Council	24.2%	0.6%	0.6%	0.6%	
Pebmarsh Parish Council	24.2%	0.6%	0.6%	0.6%	
Pleshey Parish Council	24.2%	0.6%	0.6%	0.6%	
Purleigh Parish Council	24.2%	0.6%	0.6%	0.6%	
Rayleigh Town Council	24.2%	0.6%	0.6%	0.6%	
Rayne Parish Council	24.2%	0.6%	0.6%	0.6%	
Runwell Parish Council	24.2%	0.6%	0.6%	0.6%	
Saffron Walden Town Council	24.2%	0.6%	0.6%	0.6%	
Sandon Parish Council	24.2%	0.6%	0.6%	0.6%	
Sible Hedingham Parish Council	24.2%	0.6%	0.6%	0.6%	
Silver End Parish Council	24.2%	0.6%	0.6%	0.6%	
South Hanningfield Parish Council	24.2%	0.6%	0.6%	0.6%	
Southminster Parish Council	24.2%	0.6%	0.6%	0.6%	
South Woodham Ferrers Town Council	24.2%	0.6%	0.6%	0.6%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Springfield Parish Council	24.2%	0.6%	0.6%	0.6%	
St Osyth Parish Council	24.2%	0.6%	0.6%	0.6%	
Stambridge Parish Council	24.2%	0.6%	0.6%	0.6%	
Stansted Mountfitchet Parish Council	24.2%	0.6%	0.6%	0.6%	
Stanway Parish Council	24.2%	0.6%	0.6%	0.6%	
Stebbing Parish Council	24.2%	0.6%	0.6%	0.6%	
Stock Parish Council	24.2%	0.6%	0.6%	0.6%	
Stondon Massey Parish Council	24.2%	0.6%	0.6%	0.6%	
Terling and Fairstead Parish Council	24.2%	0.6%	0.6%	0.6%	
Thaxted Parish Council	24.2%	0.6%	0.6%	0.6%	
Tiptree Parish Council	24.2%	0.6%	0.6%	0.6%	
Tollesbury Parish Council	24.2%	0.6%	0.6%	0.6%	
Wakes Colne Parish Council	24.2%	0.6%	0.6%	0.6%	
Waltham Abbey Town Council	24.2%	0.6%	0.6%	0.6%	
West Bergholt Parish Council	24.2%	0.6%	0.6%	0.6%	
West Horndon Parish Council	24.2%	0.6%	0.6%	0.6%	
West Mersea Town Council	24.2%	0.6%	0.6%	0.6%	
Wickham Bishops Parish Council	24.2%	0.6%	0.6%	0.6%	
Witham Town Council	24.2%	0.6%	0.6%	0.6%	
Wivenhoe Town Council	24.2%	0.6%	0.6%	0.6%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Wormingford Parish Council	24.2%	0.6%	0.6%	0.6%	
Writtle Parish Council	24.2%	0.6%	0.6%	0.6%	

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Academies</b>					
Abbots Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Abbotsweld Primary Academy	23.0%	2.0%	2.0%	2.0%	
Academies Enterprise Trust	23.0%	2.0%	2.0%	2.0%	
Acorn Academy	23.0%	2.0%	2.0%	2.0%	
Alderton Infant School	23.0%	2.0%	2.0%	2.0%	
Alderton Junior School	23.0%	2.0%	2.0%	2.0%	
Alec Hunter Academy	23.0%	2.0%	2.0%	2.0%	
Alton Park Junior School	23.0%	2.0%	2.0%	2.0%	
Anglo European School	23.0%	2.0%	2.0%	2.0%	
The Appleton School	23.0%	2.0%	2.0%	2.0%	
Arthur Bugler Primary School	23.0%	2.0%	2.0%	2.0%	
Ashingdon Primary Academy	23.0%	2.0%	2.0%	2.0%	
Aveley Primary School	23.0%	2.0%	2.0%	2.0%	
Bardfield Academy	23.0%	2.0%	2.0%	2.0%	
Barling Magna Primary Accademy	23.0%	2.0%	2.0%	2.0%	
Barnes Farm Infant School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Barnes Farm Junior School	23.0%	2.0%	2.0%	2.0%	
The Basildon Lower Academy	23.0%	2.0%	2.0%	2.0%	
The Basildon Upper Academy	23.0%	2.0%	2.0%	2.0%	
Beacon Hill Academy	23.0%	2.0%	2.0%	2.0%	
The Beaulieu Park School	23.0%	2.0%	2.0%	2.0%	
Beckers Green Primary School	23.0%	2.0%	2.0%	2.0%	
Becket Keys Church of England Free School	23.0%	2.0%	2.0%	2.0%	
Beckmead Moundwood Academy	23.0%	2.0%	2.0%	2.0%	
Belchamp St Paul C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Belfairs Academy	23.0%	2.0%	2.0%	2.0%	
Belmont Castle Academy	23.0%	1.0%	2.0%	2.0%	
Benyon Primary School	23.0%	2.0%	2.0%	2.0%	
Berlesduna Academy Trust	23.0%	2.0%	2.0%	2.0%	
The Billericay School	23.0%	2.0%	2.0%	2.0%	
Birkin Cleaning Services Ltd (Fitzwimarc School)	23.0%	2.0%	2.0%	2.0%	
Blenheim Primary School	23.0%	2.0%	2.0%	2.0%	
BMAT	23.0%	2.0%	2.0%	2.0%	
BMAT STEM	23.0%	2.0%	2.0%	2.0%	
Bocking Primary School	23.0%	2.0%	2.0%	2.0%	
Bonnygate Primary School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
The Boswells School	23.0%	2.0%	2.0%	2.0%	
Bournemouth Park Academy	23.0%	2.0%	2.0%	2.0%	
Bournes Green Infant School	23.0%	2.0%	2.0%	2.0%	
Bournes Green Junior School	23.0%	2.0%	2.0%	2.0%	
Braiswick Primary School	23.0%	2.0%	2.0%	2.0%	
Brentwood County High School	23.0%	2.0%	2.0%	2.0%	
Brentwood Ursuline Convent High School	23.0%	2.0%	2.0%	2.0%	
Briscoe Primary School and Nursery Academy	23.0%	2.0%	2.0%	2.0%	
The Bromfords School	23.0%	2.0%	2.0%	2.0%	
Buckhurst Hill Community Primary School	23.0%	2.0%	2.0%	2.0%	
Bulphan C of E Academy	23.0%	2.0%	2.0%	2.0%	
Burnt Mill Academy	23.0%	2.0%	2.0%	2.0%	
Burrsville Infant Academy	23.0%	2.0%	2.0%	2.0%	
Buttsbury Junior School	23.0%	2.0%	2.0%	2.0%	
Camulos Academy	23.0%	2.0%	2.0%	2.0%	
Cann Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Castle View School	23.0%	2.0%	2.0%	2.0%	
Castledon School	23.0%	2.0%	2.0%	2.0%	
Cater Link Ltd (St Thomas More)	23.0%	2.0%	2.0%	2.0%	
Cecil Jones Academy	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Chadwell St Mary Primary School	23.0%	2.0%	2.0%	2.0%	
Chartwells (ATT)	23.0%	2.0%	2.0%	2.0%	
Chase High School	23.0%	2.0%	2.0%	2.0%	
Chatten Free School	23.0%	2.0%	2.0%	2.0%	
Chelmer Valley High Academy	23.0%	2.0%	2.0%	2.0%	
Chelmsford County High School for Girls	23.0%	2.0%	2.0%	2.0%	
The Chelmsford Learning Partnership	23.0%	2.0%	2.0%	2.0%	
Cherry Tree Academy	23.0%	2.0%	2.0%	2.0%	
Cherry Tree Primary School	23.0%	2.0%	2.0%	2.0%	
Chigwell Primary Academy	23.0%	2.0%	2.0%	2.0%	
Chigwell Row Infant School	23.0%	2.0%	2.0%	2.0%	
Chipping Ongar Primary School	23.0%	2.0%	2.0%	2.0%	
Christus Catholic Trust	23.0%	2.0%	2.0%	2.0%	
Clacton Coastal Academy	23.0%	2.0%	2.0%	2.0%	
Clacton County High School	23.0%	2.0%	2.0%	2.0%	
Cleantec Services Ltd	23.0%	2.0%	2.0%	2.0%	
Colchester Academy	21.1%	2.0%	2.0%	2.0%	
Colchester County High School for Girls	23.0%	2.0%	2.0%	2.0%	
Colchester Royal Grammar School	23.0%	2.0%	2.0%	2.0%	
Colne Community School and College (Secondary and 16 to 19 Provision)	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Colne Engaine C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Columbus School and College	23.0%	2.0%	2.0%	2.0%	
Cooks Spinney Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
The Cornelius Vermuyden School	23.0%	2.0%	2.0%	2.0%	
Corringham Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
Crays Hill Primary School	23.0%	2.0%	2.0%	2.0%	
Cressing Primary School	23.0%	2.0%	2.0%	2.0%	
Darlinghurst Academy	23.0%	2.0%	2.0%	2.0%	
Davenant Foundation School	23.0%	2.0%	2.0%	2.0%	
The Deanes	23.0%	2.0%	2.0%	2.0%	
Debden C of E Voluntary Controlled Primary Academy	23.0%	2.0%	2.0%	2.0%	
Debden Park High School	23.0%	2.0%	2.0%	2.0%	
Deneholm Primary School	23.0%	2.0%	2.0%	2.0%	
de Vere Primary School	23.0%	2.0%	2.0%	2.0%	
Dilkes Academy	23.0%	2.0%	2.0%	2.0%	
Diocese of Chelmsford Vine Schools	23.0%	2.0%	2.0%	2.0%	
Doddinghurst C of E Junior School	23.0%	2.0%	2.0%	2.0%	
The Downs Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
East Tilbury Primary School	23.0%	2.0%	2.0%	2.0%	
The Eastwood Academy	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Edwards Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Elm Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Endeavour Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	
Epping St John's C of E School	23.0%	2.0%	2.0%	2.0%	
Epping Upland C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Fairhouse Community Primary School	23.0%	2.0%	2.0%	2.0%	
Fawbert & Barnard's Primary School	23.0%	2.0%	2.0%	2.0%	
Feering C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Felmore Primary School	23.0%	2.0%	2.0%	2.0%	
Finchingfield St John the Baptist CofE Primary Academy	23.0%	2.0%	2.0%	2.0%	
The Fitzwimarc School	23.0%	2.0%	2.0%	2.0%	
The Flitch Green Academy	23.0%	2.0%	2.0%	2.0%	
Ford End Church of England Primary School	23.0%	2.0%	2.0%	2.0%	
Forest Hall School	23.0%	2.0%	2.0%	2.0%	
Freshwaters Primary Academy	23.0%	2.0%	2.0%	2.0%	
Friars Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Gable Hall Academy	23.0%	2.0%	2.0%	2.0%	
The Gateway Academy	23.0%	2.0%	2.0%	2.0%	
The Gateway Primary Free School	23.0%	2.0%	2.0%	2.0%	
Giffards Primary School	23.0%	2.0%	2.0%	2.0%	



# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
The Gilbert School	23.0%	2.0%	2.0%	2.0%	
Glebe Primary School	23.0%	2.0%	2.0%	2.0%	
Gosfield Community Primary School	23.0%	2.0%	2.0%	2.0%	
Graham James Primary Academy	23.0%	-0.1%	0.9%	2.0%	
Great Baddow High School	23.0%	2.0%	2.0%	2.0%	
Great Berry Primary School	23.0%	2.0%	2.0%	2.0%	
Great Clacton C of E Junior School	23.0%	2.0%	2.0%	2.0%	
Great Wakering Primary Academy	23.0%	2.0%	2.0%	2.0%	
Greensted Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Greensted Infant School & Nursery	23.0%	2.0%	2.0%	2.0%	
Greensward Academy	23.0%	2.0%	2.0%	2.0%	
Grove Wood Primary School	23.0%	2.0%	2.0%	2.0%	
Doddinghurst C of E Junior School	23.0%	2.0%	2.0%	2.0%	
The Downs Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
East Tilbury Primary School	23.0%	2.0%	2.0%	2.0%	
The Eastwood Academy	23.0%	2.0%	2.0%	2.0%	
Edwards Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Elm Hall Primary School	23.0%	2.0%	2.0%	2.0%	
Endeavour Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	
Epping St John's C of E School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Epping Upland C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Fairhouse Community Primary School	23.0%	2.0%	2.0%	2.0%	
Fawbert & Barnard's Primary School	23.0%	2.0%	2.0%	2.0%	
Feering C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Felmore Primary School	23.0%	2.0%	2.0%	2.0%	
Finchingfield St John the Baptist CofE Primary Academy	23.0%	2.0%	2.0%	2.0%	
The Fitzwimarc School	23.0%	2.0%	2.0%	2.0%	
The Flich Green Academy	23.0%	2.0%	2.0%	2.0%	
Ford End Church of England Primary School	23.0%	2.0%	2.0%	2.0%	
Forest Hall School	23.0%	2.0%	2.0%	2.0%	
Freshwaters Primary Academy	23.0%	2.0%	2.0%	2.0%	
Friars Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Gable Hall Academy	23.0%	2.0%	2.0%	2.0%	
The Gateway Academy	23.0%	2.0%	2.0%	2.0%	
The Gateway Primary Free School	23.0%	2.0%	2.0%	2.0%	
Giffards Primary School	23.0%	2.0%	2.0%	2.0%	
The Gilbert School	23.0%	2.0%	2.0%	2.0%	
Glebe Primary School	23.0%	2.0%	2.0%	2.0%	
Gosfield Community Primary School	23.0%	2.0%	2.0%	2.0%	
Graham James Primary Academy	23.0%	-0.1%	0.9%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Great Baddow High School	23.0%	2.0%	2.0%	2.0%	
Great Berry Primary School	23.0%	2.0%	2.0%	2.0%	
Great Clacton C of E Junior School	23.0%	2.0%	2.0%	2.0%	
Great Wakering Primary Academy	23.0%	2.0%	2.0%	2.0%	
Greensted Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Greensted Infant School & Nursery	23.0%	2.0%	2.0%	2.0%	
Greensward Academy	23.0%	2.0%	2.0%	2.0%	
Grove Wood Primary School	23.0%	2.0%	2.0%	2.0%	
Great Chesterford C of E Primary Academy	23.0%	2.0%	2.0%	2.0%	
Hadleigh Infant & Nursery School	23.0%	1.8%	2.0%	2.0%	
Hadleigh Junior School	23.0%	2.0%	2.0%	2.0%	
Hamford Primary Academy	23.0%	2.0%	2.0%	2.0%	
Hamstel Infant School & Nursery	23.0%	2.0%	2.0%	2.0%	
Hamstel Junior School	23.0%	2.0%	2.0%	2.0%	
Harlowbury Primary School	23.0%	2.0%	2.0%	2.0%	
Harris Academy Chafford Hundred	23.0%	2.0%	2.0%	2.0%	
Harris Academy Riverside	23.0%	2.0%	2.0%	2.0%	
Harris Primary Academy Mayflower	23.0%	2.0%	2.0%	2.0%	
Harwich And Dovercourt High School	23.0%	2.0%	2.0%	2.0%	
Hassenbrook Academy	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Hatfield Heath Primary School	23.0%	2.0%	2.0%	2.0%	
The Hathaway Academy	23.0%	2.0%	2.0%	2.0%	
Hedingham School and Sixth Form	23.0%	2.0%	2.0%	2.0%	
Helena Romanes School	23.0%	2.0%	2.0%	2.0%	
Henry Moore Primary School	23.0%	2.0%	2.0%	2.0%	
Greenways Primary School	23.0%	2.0%	2.0%	2.0%	
Grove House School	23.0%	2.0%	2.0%	2.0%	
High Beech C of E Primary School	23.0%	2.0%	2.0%	2.0%	
High Ongar Primary School	23.0%	2.0%	2.0%	2.0%	
Highwoods Community Primary School	23.0%	2.0%	2.0%	2.0%	
Hillhouse C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Hilltop Infant School	23.0%	2.0%	2.0%	2.0%	
Hilltop Junior School	23.0%	1.5%	2.0%	2.0%	
Hinguar Community Primary School	23.0%	2.0%	2.0%	2.0%	
Hockerill Anglo-European College	23.0%	2.0%	2.0%	2.0%	
Hockley Primary School	23.0%	2.0%	2.0%	2.0%	
Holland Park Primary School	23.0%	2.0%	2.0%	2.0%	
Holt Farm Junior School	23.0%	2.0%	2.0%	2.0%	
Holy Cross Catholic Primary School, Harlow	23.0%	0.7%	1.7%	2.0%	
Holy Cross Catholic Primary School, Ockendon	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Holy Family Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
Holy Family Catholic Primary School, Benfleet	23.0%	2.0%	2.0%	2.0%	
Home Farm Primary School	23.0%	2.0%	2.0%	2.0%	
The Honywood Community Science School	23.0%	2.0%	2.0%	2.0%	
Horndon-on-the-Hill C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Howbridge C of E Junior School	23.0%	2.0%	2.0%	2.0%	
Hutton All Saints' C of E Primary School	23.0%	-0.7%	0.3%	2.0%	
Hylands School	23.0%	2.0%	2.0%	2.0%	
Iceni Academy	23.0%	2.0%	2.0%	2.0%	
Ivy Chimneys Primary School	23.0%	2.0%	2.0%	2.0%	
J & J Cleaning	23.0%	1.9%	2.0%	2.0%	
The James Hornsby School	23.0%	2.0%	2.0%	2.0%	
Janet Duke Primary School	23.0%	2.0%	2.0%	2.0%	
Jerounds Primary School	23.0%	2.0%	2.0%	2.0%	
John Ray Junior School	23.0%	2.0%	2.0%	2.0%	
Jotmans Hall Primary School	23.0%	1.8%	2.0%	2.0%	
Joyce Frankland Academy, Newport	23.0%	2.0%	2.0%	2.0%	
Katherine Semar Infants School	23.0%	2.0%	2.0%	2.0%	
Katherine Semar Junior School	23.0%	2.0%	2.0%	2.0%	
Katherines Primary Academy and Nursery	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Kenningtons Primary Academy	23.0%	1.6%	2.0%	2.0%	
Kents Hill Infant Academy	23.0%	2.0%	2.0%	2.0%	
Kents Hill Junior Academy	23.0%	2.0%	2.0%	2.0%	
Kindred (formerly Ridge Crest Cleaning Services, transfer from BMAT)	23.0%	2.0%	2.0%	2.0%	
Kindred (formerly Ridge Crest Cleaning Services, transfer from Colchester Academy)	23.0%	2.0%	2.0%	2.0%	
Kindred (formerly Ridge Crest Cleaning Services, transfer from Hold Farm Junior School)	23.0%	0.7%	1.7%	2.0%	
Kindred (formerly Ridge Crest Cleaning Services, transfer from Richmond Avenue Primary School)	23.0%	2.0%	2.0%	2.0%	
Kindred (SWECET)	23.0%	2.0%	2.0%	2.0%	
The King Edmund School	23.0%	2.0%	2.0%	2.0%	
King Edward VI Grammar School, Chelmsford	23.0%	0.7%	1.7%	2.0%	
King Harold Business And Enterprise Academy	23.0%	2.0%	2.0%	2.0%	
The King John Academy	23.0%	2.0%	2.0%	2.0%	
Kings Road Primary School	23.0%	2.0%	2.0%	2.0%	
Kingsdown School	23.0%	2.0%	2.0%	2.0%	
Kingsmoor Academy	23.0%	2.0%	2.0%	2.0%	
Kingston Primary School	23.0%	2.0%	2.0%	2.0%	
Kingswode Hoe School	23.0%	2.0%	2.0%	2.0%	
Kirby Primary Academy	23.0%	2.0%	2.0%	2.0%	
L & L Cleaning Services Ltd (Silver End)	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Laindon Park Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Lambourne Primary School	23.0%	2.0%	2.0%	2.0%	
Lancaster School	23.0%	2.0%	2.0%	2.0%	
Langham Oaks	23.0%	2.0%	2.0%	2.0%	
Lansdowne Primary Academy	23.0%	2.0%	2.0%	2.0%	
Larchwood Primary School	23.0%	2.0%	2.0%	2.0%	
Larkrise Primary School	23.0%	2.0%	2.0%	2.0%	
Latchingdon C of E Voluntary Controlled Primary School	23.0%	2.0%	2.0%	2.0%	
Latton Green Primary Academy	23.0%	2.0%	2.0%	2.0%	
Lawford Mead Primary & Nursery	23.0%	2.0%	2.0%	2.0%	
Lee Chapel Primary School	23.0%	2.0%	2.0%	2.0%	
Leigh Beck Infant School & Nursery Academy	23.0%	2.0%	2.0%	2.0%	
Leigh Beck Junior School	23.0%	2.0%	2.0%	2.0%	
Lewis & Graves Partnership Ltd (Mayflower)	23.0%	2.0%	2.0%	2.0%	
Limes Farm Infant School and Nursery	23.0%	2.0%	2.0%	2.0%	
Little Parndon Primary Academy	23.0%	2.0%	2.0%	2.0%	
Little Thurrock Primary School	23.0%	2.0%	2.0%	2.0%	
Longwood Primary Academy	23.0%	2.0%	2.0%	2.0%	
Lubbins Park Primary Academy	23.0%	2.0%	2.0%	2.0%	
Lyons Hall School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Magna Carta Primary Academy	23.0%	2.0%	2.0%	2.0%	
Maldon Primary School	23.0%	2.0%	2.0%	2.0%	
Maltese Road Primary School	23.0%	2.0%	2.0%	2.0%	
Maltings Academy	23.0%	2.0%	2.0%	2.0%	
Manningtree High School	23.0%	2.0%	2.0%	2.0%	
Maple Grove Primary School	23.0%	2.0%	2.0%	2.0%	
Margaretting C of E Voluntary Controlled Primary School	23.0%	2.0%	2.0%	2.0%	
Mark Hall Academy	23.0%	2.0%	2.0%	2.0%	
Market Field School	23.0%	2.0%	2.0%	2.0%	
Mayflower High School	23.0%	2.0%	2.0%	2.0%	
Maylandsea Primary School	23.0%	2.0%	2.0%	2.0%	
Meadgate Primary School	23.0%	2.0%	2.0%	2.0%	
Merrylands Primary School	23.0%	2.0%	2.0%	2.0%	
Messing Primary School	23.0%	2.0%	2.0%	2.0%	
Mid Essex Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	
Mildmay Junior School	23.0%	2.0%	2.0%	2.0%	
Mildmay Primary School	23.0%	2.0%	2.0%	2.0%	
Milwards Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
Mistley Norman C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Monkwick Infant and Nursery School	23.0%	2.0%	2.0%	2.0%	



# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Monkwick Infant and Nursery School	23.0%	2.0%	2.0%	2.0%	
Monkwick Junior School	23.0%	2.0%	2.0%	2.0%	
Montgomerie Primary School	23.0%	2.0%	2.0%	2.0%	
Moulsham Junior School	23.0%	1.5%	2.0%	2.0%	
Moulsham High School	23.0%	2.0%	2.0%	2.0%	
Moulsham Infants School	23.0%	2.0%	2.0%	2.0%	
Mountnessing C of E Primary School	23.0%	2.0%	2.0%	2.0%	
New Rickstones Academy	23.0%	2.0%	2.0%	2.0%	
Newhall Primary Academy	23.0%	2.0%	2.0%	2.0%	
Newlands Spring Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	
Noak Bridge Primary School	23.0%	2.0%	2.0%	2.0%	
North Crescent Primary School	23.0%	2.0%	2.0%	2.0%	
North East Essex Co-Operative Academy	23.0%	2.0%	2.0%	2.0%	
Northlands Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
Northwick Park Primary & Nursery Academy	23.0%	2.0%	2.0%	2.0%	
Notley Green Primary School	23.0%	2.0%	2.0%	2.0%	
Notley High School & Braintree Sixth Form	23.0%	2.0%	2.0%	2.0%	
Oak View School	23.0%	2.0%	2.0%	2.0%	
Oaklands Infant School	23.0%	2.0%	2.0%	2.0%	
The Ockendon Academy	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Olive Ap Academy Thurrock	23.0%	2.0%	2.0%	2.0%	
The Ongar Academy	23.0%	2.0%	2.0%	2.0%	
Ongar Primary School	23.0%	2.0%	2.0%	2.0%	
Ormiston Park Academy	23.0%	2.0%	2.0%	2.0%	
Ormiston Rivers Academy	23.0%	2.0%	2.0%	2.0%	
Orsett C Of E Primary School	23.0%	2.0%	2.0%	2.0%	
Orsett Heath Academy	23.0%	2.0%	2.0%	2.0%	
Our Lady Immaculate Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
Our Lady Of Lourdes Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
Our Lady Of Ransom Catholic Primary School, Rayleigh	23.0%	2.0%	2.0%	2.0%	
Pabulum Ltd (Chase High)	23.0%	2.0%	2.0%	2.0%	
Pabulum Ltd (Portico)	23.0%	2.0%	2.0%	2.0%	
Pabulum (Purfleet Catering)	23.0%	2.0%	2.0%	2.0%	
Parkwood Academy	23.0%	2.0%	2.0%	2.0%	
Passmores Academy Trust	23.0%	2.0%	2.0%	2.0%	
Paxman Academy	23.0%	2.0%	2.0%	2.0%	
Pear Tree Mead Academy	23.0%	1.7%	2.0%	2.0%	
Pemberley Academy	23.0%	2.0%	2.0%	2.0%	
Perryfields Infant School	23.0%	2.0%	2.0%	2.0%	
Perryfields Junior School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Philip Morant School and College	23.0%	2.0%	2.0%	2.0%	
The Phoenix Primary School	23.0%	2.0%	2.0%	2.0%	
The Pioneer School	23.0%	2.0%	2.0%	2.0%	
Plumberow Primary Academy	23.0%	2.0%	2.0%	2.0%	
Plume School	23.0%	2.0%	2.0%	2.0%	
Porters Grange Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
Potter Street Academy	23.0%	-0.4%	0.8%	2.0%	
Powers Hall Academy	23.0%	2.0%	2.0%	2.0%	
Prince Avenue Academy and Nursery	23.0%	2.0%	2.0%	2.0%	
Purfleet Primary Academy	23.0%	2.0%	2.0%	2.0%	
Purford Green Primary school	23.0%	2.0%	2.0%	2.0%	
Purleigh Community Primary School	23.0%	2.0%	2.0%	2.0%	
Quarry Hill Academy	23.0%	2.0%	2.0%	2.0%	
R A Butlers Infants Academy	23.0%	2.0%	2.0%	2.0%	
R A Butlers Junior Academy	23.0%	2.0%	2.0%	2.0%	
Ramsden Hall Academy	23.0%	2.0%	2.0%	2.0%	
The Ramsey Academy, Halstead	23.0%	2.0%	2.0%	2.0%	
Ravens Academy	23.0%	2.0%	2.0%	2.0%	
Rayleigh Primary School	23.0%	2.0%	2.0%	2.0%	
Rayne Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Philip Morant School and College	23.0%	2.0%	2.0%	2.0%	
Richard De Clare Community Academy	23.0%	2.0%	2.0%	2.0%	
Richmond Avenue Primary and Nursey School	23.0%	2.0%	2.0%	2.0%	
Ridgewell C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Rivenhall C of E Primary School	23.0%	2.0%	2.0%	2.0%	
The Robert Drake Primary School	23.0%	2.0%	2.0%	2.0%	
Rochford Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	
Roding Valley High School	23.0%	2.0%	2.0%	2.0%	
Rolph Church Of England Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
Roseacres Primary School	23.0%	2.0%	2.0%	2.0%	
Roxwell Church of England Primary School	23.0%	2.0%	2.0%	2.0%	
Roydon Primary Academy	23.0%	2.0%	2.0%	2.0%	
Runwell Community Primary School	23.0%	2.0%	2.0%	2.0%	
Ryedene Primary and Nursery School	23.0%	2.0%	2.0%	2.0%	
Sacred Heart Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
Saffron Walden County High School	23.0%	2.0%	2.0%	2.0%	
The Sandon School	23.0%	2.0%	2.0%	2.0%	
Sansum Cleaning Solutions	23.0%	2.0%	2.0%	2.0%	
Seax Trust	23.0%	2.0%	2.0%	2.0%	
Shalford Primary School	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Shaw Primary Academy	23.0%	1.9%	2.0%	2.0%	
Shenfield High School	23.0%	2.0%	2.0%	2.0%	
Shenfield St Marys C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Shoeburyness High School	23.0%	2.0%	2.0%	2.0%	
Sigma Trust	23.0%	2.0%	2.0%	2.0%	
Silver End Academy	23.0%	2.0%	2.0%	2.0%	
Sir Frederick Gibberd College	23.0%	2.0%	2.0%	2.0%	
Sir Martin Frobisher Academy	23.0%	2.0%	2.0%	2.0%	
Somers Heath Primary School	23.0%	2.0%	2.0%	2.0%	
South Benfleet Primary School	23.0%	2.0%	2.0%	2.0%	
Southchurch High School	23.0%	2.0%	2.0%	2.0%	
Southend East Community Academy Trust	23.0%	2.0%	2.0%	2.0%	
Southend High School for Boys	23.0%	2.0%	2.0%	2.0%	
Southend High School for Girls	23.0%	2.0%	2.0%	2.0%	
Southend YMCA Community School	23.0%	-0.7%	0.3%	2.0%	
Southminster C of E Primary School	23.0%	2.0%	2.0%	2.0%	
Southview School	23.0%	2.0%	2.0%	2.0%	
St Albans Catholic Academy	23.0%	2.0%	2.0%	2.0%	
St Andrews C of E Primary School, Great Yeldham	23.0%	2.0%	2.0%	2.0%	
St Andrews C of E Primary School, Halstead	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Weeley St Andrews C of E Primary School	23.0%	2.0%	2.0%	2.0%	
St Bernards High School Southend	23.0%	2.0%	2.0%	2.0%	
St Cedds C of E Primary School	23.0%	2.0%	2.0%	2.0%	
St Christophers Academy	23.0%	2.0%	2.0%	2.0%	
St Clare's Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
St Clere's School	23.0%	2.0%	2.0%	2.0%	
St George's Catholic Primary School, Shoeburyness	23.0%	2.0%	2.0%	2.0%	
St Helena School	23.0%	2.0%	2.0%	2.0%	
St Helen's Catholic Primary School, Westcliff-On-Sea	23.0%	2.0%	2.0%	2.0%	
St Helens Catholic Junior School	23.0%	1.2%	2.0%	2.0%	
St James CofE Primary School	23.0%	2.0%	2.0%	2.0%	
St James' C of E Primary School Colchester	23.0%	2.0%	2.0%	2.0%	
St John's C of E Voluntary Controlled Primary School, Buckhurst Hill	23.0%	2.0%	2.0%	2.0%	
St Joseph's Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
St Joseph Catholic Primary School, Stanford-Le-Hope	23.0%	2.0%	2.0%	2.0%	
St Joseph's Catholic Primary School, Canvey Island	23.0%	2.0%	2.0%	2.0%	
St Luke's Catholic Academy	23.0%	2.0%	2.0%	2.0%	
St Margaret's C of E Primary Academy, Bowers Clifford	23.0%	2.0%	2.0%	2.0%	
St Marks West Essex Catholic School	23.0%	2.0%	2.0%	2.0%	
St Martins School Brentwood	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Kelvedon St Mary's Church of England Primary Academy	23.0%	2.0%	2.0%	2.0%	
St Mary's Church of England Primary School, Woodham Ferris	23.0%	2.0%	2.0%	2.0%	
St Nicholas C of E Primary Academy	23.0%	2.0%	2.0%	2.0%	
St Nicholas School	23.0%	2.0%	2.0%	2.0%	
St Osyth C of E Primary School	23.0%	2.0%	2.0%	2.0%	
St Peter's Catholic Primary School, Billericay	23.0%	2.0%	2.0%	2.0%	
St Pius X Catholic Primary	23.0%	2.0%	2.0%	2.0%	
St Teresa's Catholic Primary School, Colchester	23.0%	2.0%	2.0%	2.0%	
St Teresa's Catholic Primary School - Basildon	23.0%	2.0%	2.0%	2.0%	
St Teresa's Catholic Primary School, Rochford	23.0%	2.0%	2.0%	2.0%	
St Thomas More Catholic Primary School Saffron Walden	23.0%	1.8%	2.0%	2.0%	
St Thomas More High School	23.0%	2.0%	2.0%	2.0%	
St Thomas Of Canterbury Catholic Primary School, Grays	23.0%	2.0%	2.0%	2.0%	
Stambridge Primary School	23.0%	2.0%	2.0%	2.0%	
Stanford-Le-Hope Primary School	23.0%	2.0%	2.0%	2.0%	
The Stanway School	23.0%	2.0%	2.0%	2.0%	
Stapleford Abbotts Primary School	23.0%	2.0%	2.0%	2.0%	
Staples Road Primary School	23.0%	2.0%	2.0%	2.0%	
Steeple Bumpstead Primary School	23.0%	2.0%	2.0%	2.0%	
Stewards Academy - Science Specialist, Harlow	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Stifford Clays Primary School	23.0%	2.0%	2.0%	2.0%	
Stisted C of E Primary Academy	23.0%	2.0%	2.0%	2.0%	
Sutton House Academy	23.0%	2.0%	2.0%	2.0%	
SWECET	23.0%	2.0%	2.0%	2.0%	
The Sweyne Park School	23.0%	2.0%	2.0%	2.0%	
Tabor Academy	23.0%	2.0%	2.0%	2.0%	
Takeley Primary School	23.0%	2.0%	2.0%	2.0%	
Tany's Dell Primary School and Nursery	23.0%	2.0%	2.0%	2.0%	
Templars Academy	23.0%	2.0%	2.0%	2.0%	
Temple Sutton Primary School	23.0%	2.0%	2.0%	2.0%	
Tendring Technology College	23.0%	2.0%	2.0%	2.0%	
Thames Park Secondary School	23.0%	2.0%	2.0%	2.0%	
Thameside Primary School	23.0%	2.0%	2.0%	2.0%	
Theydon Bois Primary School	23.0%	2.0%	2.0%	2.0%	
The Thomas Lord Audley School	23.0%	2.0%	2.0%	2.0%	
Thorpedene Primary School	23.0%	2.0%	2.0%	2.0%	
Thriftwood School	23.0%	2.0%	2.0%	2.0%	
Thundersely Primary School	23.0%	2.0%	2.0%	2.0%	
Thurstable School Sports College and Sixth Form Centre	23.0%	2.0%	2.0%	2.0%	
Tilbury Pioneer Academy	23.0%	2.0%	2.0%	2.0%	



# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Tiptree Heath Primary School	23.0%	2.0%	2.0%	2.0%	
Tolleshunt D'Arcy St Nicholas Primary Academy	23.0%	2.0%	2.0%	2.0%	
Town & Country	23.0%	2.0%	2.0%	2.0%	
Treetops School	23.0%	2.0%	2.0%	2.0%	
The Trinity School	23.0%	2.0%	2.0%	2.0%	
Tudor Court Primary School	23.0%	2.0%	2.0%	2.0%	
Two Village Church of England Primary School	23.0%	2.0%	2.0%	2.0%	
The Tyrrells School	23.0%	2.0%	2.0%	2.0%	
Unity Primary Academy	23.0%	2.0%	2.0%	2.0%	
Victory Park Academy	23.0%	2.0%	2.0%	2.0%	
Waltham Holy Cross Primary Academy School	23.0%	2.0%	2.0%	2.0%	
Water Lane Primary Academy	23.0%	2.0%	2.0%	2.0%	
Waterman Primary Academy	23.0%	2.0%	2.0%	2.0%	
Warren Primary School	23.0%	2.0%	2.0%	2.0%	
West Hatch High School	23.0%	2.0%	2.0%	2.0%	
West Leigh Junior School	23.0%	2.0%	2.0%	2.0%	
West Thurrock Academy	23.0%	0.4%	1.4%	2.0%	
Westborough Academy	23.0%	2.0%	2.0%	2.0%	
Westcliff High School for Boys Academy	23.0%	2.0%	2.0%	2.0%	
Westcliff High School for Girls	23.0%	2.0%	2.0%	2.0%	

# Essex Pension Fund

## Contribution Rates Schedule - Actuarial Valuation 2022

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
Westerings Primary Academy	23.0%	2.0%	2.0%	2.0%	
Westwood Academy	23.0%	2.0%	2.0%	2.0%	
White Bridge Primary School	23.0%	2.0%	2.0%	2.0%	
White Hall Academy	23.0%	2.0%	2.0%	2.0%	
Whitmore Primary School & Nursery	23.0%	2.0%	2.0%	2.0%	
The Wickford C of E School	23.0%	0.1%	1.1%	2.0%	
William De Ferrers School	23.0%	2.0%	2.0%	2.0%	
William Edwards School	23.0%	2.0%	2.0%	2.0%	
William Martin C of E Infant and Nursery School	23.0%	2.0%	2.0%	2.0%	
William Martin C of E Junior School	23.0%	2.0%	2.0%	2.0%	
Willow Brook Primary School And Nursery	23.0%	2.0%	2.0%	2.0%	
The Willows Primary School	23.0%	2.0%	2.0%	2.0%	
Winter Gardens Academy	23.0%	2.0%	2.0%	2.0%	
Woodham Ley Primary School	23.0%	2.0%	2.0%	2.0%	
Woodlands School	23.0%	1.3%	2.0%	2.0%	
Woodside Academy	23.0%	-	1.0%	2.0%	
Woodville Primary School	23.0%	2.0%	2.0%	2.0%	
Wyburns Primary School	23.0%	2.0%	2.0%	2.0%	
Zenith Multi Academy Trust	23.0%	2.0%	2.0%	2.0%	

# Post 2022 Valuation Employers Rates and Adjustment Certificate

Employer name	Primary rate (% pay)	Secondary rate (% pay plus monetary adjustment)			Specific notes
		2023/24	2024/25	2025/26	
<b>Academies Pool Employers</b>					
Aspens (AET)	23.0%	1.7%	2.0%	2.0%	
CaterLink Ltd (Glebe)	23.0%	2.0%	2.0%	2.0%	
CaterLink Ltd (Hylands)	23.0%	2.0%	2.0%	2.0%	
CaterLink Ltd (Willowbrook)	23.0%	2.0%	2.0%	2.0%	
Chartwells (Lion MAT)	23.0%	2.0%	2.0%	2.0%	
The Hawthorns School	23.0%	2.0%	2.0%	2.0%	
Hertfordshire Catering Ltd (Templefields)	23.0%	2.0%	2.0%	2.0%	
Lee Chapel MAT	23.0%	2.0%	2.0%	2.0%	
Lewis & Graves Partnership Ltd (St Bernards)	23.0%	2.0%	2.0%	2.0%	
Sansum Cleaning Solutions (Staples Road)	23.0%	2.0%	2.0%	2.0%	
South Essex Alliance MAT Central	23.0%	2.0%	2.0%	2.0%	
St John Fisher Catholic Primary School	23.0%	2.0%	2.0%	2.0%	
St Luke's Park Primary School	23.0%	2.0%	2.0%	2.0%	
Wells Park School	23.0%	1.9%	2.0%	2.0%	
William Read Primary School	23.0%	1.9%	2.0%	2.0%	

# Barnett Waddingham Final Comments

## Funding Strategy Statement (FSS)

The assumptions used for the valuation have been documented in a revised [Funding Strategy Statement](#) agreed between the Fund Actuary and the Administering Authority.

## Risks

There are many factors that affect the Fund's funding position and could lead to the Fund's funding objectives not being met within the timescales expected. Some of the key risks that could have a material impact on the Fund are:

- Employer covenant risk
- Investment risk
- Inflation risk
- Mortality risk
- Member options risk
- Regulatory risk
- Climate risk

The sensitivity of the funding results to some of these risks was set out in the sensitivities section of this report. Please note that this is not an exhaustive list. Further information on these risks and more can be found in our initial results report and will be set out in greater detail in the FSS.

## Post valuation events

Since the valuation date, there has been some significant market turbulence including material increases in short-term inflation and gilt yields. There is an ongoing cost of living crisis, as well as political turmoil.

However, our funding model is designed to help withstand short-term volatility in markets as it is a longer-term model. We use smoothed assumptions over a six-month period with the ultimate aim of setting stable contributions for employers. The valuation approach and assumptions are not based on gilt yields and risks.

Nevertheless, due to the ongoing uncertainty around the shorter-term impact of these issues, we have considered these issues in setting the employer contribution rates to ensure that contributions into the Fund remain appropriate. Most notably, high inflation will have a significant impact in the short term as higher levels of pensions in payment will need to be paid out of the Fund as a result of the anticipated increase of 10.1% in April 2023.

We will continue to monitor the Fund's funding position and raise any individual employer cases with the Fund that we consider need any special attention. The impact of these events will be fully considered as part of the 2025 valuation when we revisit employer contributions.

The next formal valuation is due to be carried out as at 31 March 2025. The financial position of the Fund will be monitored annually during the period leading up to the next formal valuation. We will keep the Fund informed about any additional monitoring work we might recommend.

## Rates and Adjustments Certificate

The contributions payable in respect of benefit accrual and any deficit contributions under each employer's recovery period have been set out in Appendix 5 in the Rates and Adjustments Certificate in accordance with Regulation 62 of the Regulations and cover the period from 1 April 2023 to 31 March 2026. In this certificate no allowance will be made for additional costs arising which need to be met by additional contributions by the employer such as non-ill health early retirements.

## Barnett Waddingham Final Comments

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The contributions in the Rates and Adjustments Certificate are set so that each employer's assets (including future contributions) are projected to be sufficient to cover the benefit payments for their members, on the assumptions set out in this report. Where there is currently a deficit for an individual employer, recovery of this deficit is targeted in line with the Fund's FSS and all employers are projected to be fully funded after a recovery period length of no more than 18 years from 1 April 2023.

This document has been agreed between the Administering Authority and the Fund Actuary. Contributions have been set which in our opinion meet the regulatory requirements and the funding objectives set out in the Fund's FSS.

This report is available to all members on the Fund's website.

**Graeme D Muir FFA**

Partner

Barnett Waddingham LLP

**Hagen Eichel FFA**

Actuary

Barnett Waddingham LLP

SECTION 8

External Audit  
Opinion



## Statement by External Auditors

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INDEPENDENT AUDITOR'S STATEMENT TO THE MEMBERS OF ESSEX PENSION FUND

**Awaiting final  
sign off**

Awaiting final  
sign off



## SECTION 9

## Other Information



## Other Information

### Role played by internal audit

This is reported in the Fund's Scorecard and internal audit report.

### Freedom of information requests

The Fund received a total number of 29 freedom of information requests in 2023/24 (compared to 35 in 2022/23). The table below breaks this down into the subject areas the FOI relates to:

FOIs Subject	2022/23	2023/24
Investments	24	25
LG Admin	3	2
Funding	0	0
Compliance	2	1
Not for EPF	5	1
Non LGPS	1	0
Employer of Fund	0	0
<b>Total</b>	<b>35</b>	<b>29</b>

### Key Policy Documents

For further information on the Essex Pension Fund, please visit our website



[www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk)

- [Administration Strategy](#)
- Annual Report & Accounts
- Business Continuity Policy
- [Communications Policy](#)
- [Conflict of Interest Policy](#)
- Cyber Policy
- [Funding Strategy Statement](#)
- [Governance Policy & Compliance Statement](#)
- [Investment Engagement Strategy](#)
- [Investment Strategy Statement](#)
- [Knowledge and Skills Strategy](#)
- Policy for Recording and Reporting Breaches of the Law
- [Responsible Investment Policy](#)
- Risk Strategy
- [Stakeholder Engagement Strategy](#)
- [Treasury Management Strategy](#)

# Essex Pension Fund





<b>Term</b>	<b>Definition</b>
Abatement	A discretion whether to reduce or suspend a pension in payment when a pensioner is re-employed.
Access Pool	A Collaboration of Central, Eastern, and Southern Shires (ACCESS) is a collaborative partnership between 11 Local Government Pension Scheme (LGPS) Administering Authorities working together collectively to invest assets to significantly reduce investment costs whilst maintaining investment performance.
ACCESS Support Unit (ASU)	A team of five Officers established in 2018 to support the ACCESS Pool.
Accounts & Audit Regulations 2015	Regulations setting out the requirements for the annual accounts.
Accrued Interest	Interest earned on a bond since the last interest payment date. If the stock is sold, the accrued interest is paid (gross of tax) to the seller at the time of the transaction in addition to the clean price of the stock.
Accrual rate	The formula used to describe the rate at which you build up pension benefits whilst a member of the Local Government Pension Scheme (LGPS) (whether under the final salary or CARE elements of the scheme).
Active Annual Benefit statement (ABS)	Active members receive an Annual Benefit Statement detailing the current value of their pension benefits held with the Essex Pension Fund, and a projection of benefits at normal pension age.
Active Management	A style of investment management where the fund manager aims to outperform a benchmark by superior asset allocation, market timing or stock selection (or a combination of these).
Actuarial Assumptions	Is an estimate of an uncertain variable input into a financial model, normally for the purposes of calculating premiums or benefits.



<b>Term</b>	<b>Definition</b>
Actuarial Valuation	This is a formal fund Valuation also known as the Triennial Valuation which is carried out every three years by an Actuary. The purpose of an Actuarial Valuation is to set appropriate contribution rates for each Employer in the Fund for a period of three years, as required under Regulation 62 of the LGPS Regulations.
Actuary	Appointed by the Essex Pension Fund Strategy Board (PSB) utilising the LGPS National Framework Procurement Process, an independent consultant, who carries out a full Actuarial Valuation of the Fund and recommends appropriate Employer contribution rates every three years. They also provide advice and support on Funding matters and primarily the Funding Strategy.
Additional Pension Contributions (APC)	Method to buy extra pension, up to a maximum value of £8344 There is the choice to spread the payments over several complete years or by paying a lump sum. This attracts tax relief at source through Payroll (except lump sum payment - arrange tax relief directly with HMRC).
Additional Voluntary Contributions (AVC)	An option available to Scheme Members to provide additional pension benefits by making regular additional payments.
Administering Authority	A local authority which has responsibility for managing all aspects of an LGPS fund, e.g. Essex County Council (ECC) for Essex Pension Fund (EPF).
Administration Strategy	Sets out the service standards for the administration functions of the Fund including the responsibilities of the Administering Authority and Employers.
Admission Agreement	An agreement between the Administering Authority, letting authority (if relevant) and Employer which grants access to the LGPS. It sets out the terms of the Employer's participation in the Fund.



Term	Definition
Admission Bodies	Bodies (Employers) whose staff can become Members of the Pension Fund by virtue of an Admission Agreement made between the Authority and relevant Body.
Advisers	Specialists contracted to provide professional support to the Fund such as actuaries and investment consultants.
Aggregation	Where a Scheme Member builds up LGPS benefits with more than 1 employer in the LGPS, they may be able to combine these into a single pot.
Anglia Ruskin University (ARU)	An Employer in the Fund.
Annual Allowance (AA)	The amount of all Scheme Members' pension pots can grow by each year with the benefit of tax relief.
Annual outperformance from managers	Actual annual return of managers less actual annual return of the respective benchmark measures.
Annualised efficiency (total return/risk)	Expected return of the Funds' assets divided by expected volatility of the assets returns. This measures the expected benefit of taking the risk exposure.
Annualised Return	The rate of return for any given period expressed as the equivalent average return per year.
Annuity	Product where a person receives a series of payments in exchange for an up front sum of money.
AON	Independent Governance and Administration Adviser to the Fund (see IGAA).
Appointment Sub Committee (ASC)	This Committee can be established by the approval of the Essex Pension Fund Strategy Board (PSB) or Investment Steering Committee (ISC) as and when required to carry out the Procurement Process to appoint Advisers to the Fund, investment managers and where appropriate Scheme Employers and Members to the PSB.



Term	Definition
Asset Allocation	The apportionment of a fund's assets between asset classes and/or world markets. The long-term strategic asset allocation of a fund will reflect the fund's investment objectives. In the short term, the fund manager can aim to add value through tactical asset allocation decisions.
Assets	Types of assets include equities, bonds, property, and cash.
Assets Under Management (AUM)	Is the total market value of the investments that a person or entity manages on behalf of clients.
Assumed Pensionable Pay (APP)	This provides a notional pensionable pay figure to ensure your pension is not affected by any reduction in pensionable pay due to a period of sickness or injury on reduced contractual pay or no pay, or relevant child related leave or reserve forces service leave. Assumed pensionable pay is also used to work out any enhancement to your pension awarded as a result of ill health retirement, any lump sum death grant following death in service, and any enhancement which is included in survivor benefits following death in service.
Automatic Enrolment	A Government initiative whereby Employers are required to automatically enrol eligible workers/new starters into the relevant Pension Scheme and contribute to it. The worker can decide to opt out of the Pension Scheme; however, the Employer is required to re-enrol them back into the Scheme every three years. The onus is on the worker/new starter to decide whether to remain in the Scheme or opt out on each occasion.
Beneficiary	The person/s who will receive a pension when a Scheme Member dies.
Business As Usual (BAU)	The ordinary operations of a company or organization.



<b>Term</b>	<b>Definition</b>
BDO LLP	External Auditors appointed to audit Essex Pension Fund accounting procedures from 2018/19 to 2022/23.
Benchmark	A yardstick against which the investment policy or performance of a fund manager can be compared.
Best estimate return	Expected return per annum based on the median simulation for the Fund’s current investment strategy over a 20 year period.
Bond	A certificate of debt issued by a company, government, or other institutions. A bondholder is a creditor of the issuer and usually receives interest at a fixed rate. Also referred to as fixed interest securities.
Breaches Log	A log kept by each LGPS fund of any incidents breaking or failing to observe a law, agreement or code of conduct whether reported to The Pensions Regulator (TPR) (or other regulator or enforcement agency) or not.
Budget	The Fund’s budget is an estimation of the Fund’s expenses over the reporting Financial Year and is reported to the Essex Pension Fund Strategy Board (PSB) on a quarterly basis.
Business as Usual (BAU)	An ongoing and unchanging state of affairs despite difficulties or disturbances.
Business Continuity Plan (BCP)	A plan for how the Fund will continue to operate following significant disruption such as a fire in the regional fund’s offices.
Business Plan	Formally documents the priorities that the Fund will aim to deliver over the next three years.
Buy Out	The purchase of a more mature company usually as part of a private equity deal.



<b>Term</b>	<b>Definition</b>
Carbon Footprint	Carbon footprints are the result of emissions calculations, including carbon dioxide. It gives a breakdown of what volumes of greenhouse gas emissions are released through an activity, a process, or a service.
Carbon Offset Opportunities Fund (COOF)	The Stafford Carbon Offset Opportunity Fund look to invest in afforestation, natural forest restoration and improved forest management projects on a global basis.
Career Average Revalued Earnings (CARE)	From 1 April 2014 the LGPS became a CARE scheme. It is the method used to calculate member’s pension contributions yearly, by taking member’s earnings from April to March, dividing by 49 (full time employees). If part time and in 50/50 section it is divisible by 98. The amount is then applied to the member’s pension account and the total pension is inflation proofed each year (adjusted to take into account the cost of living measured by the CPI).
Cash	Cash is defined as cash instruments and cash in bank and at hand.
Capital Structure	How a company is financed through equity and debt.
CEM	Centre for Evaluation and Monitoring.
CEM	CEM benchmarking, a company that provides cost and performance analysis for pension funds.
Cessation Valuation (Exit Valuation)	A valuation carried out when an employer leaves the LGPS (i.e. they no longer have any active members) to determine whether the employer owes their fund any money or whether the fund’s administering authority will need to make a determination as to the level of money to pay back to the employer.



Term	Definition
Chartered Institute of Public Finance and Accountancy (CIPFA)	Professional accountancy body for people in public finance. CIPFA members working throughout the public services and other bodies where public money needs to be effectively and efficiently managed, can study and attain a CIPFA qualification.
Civil Partnership	A civil partnership is a legal relationship which can be registered by two people who aren't related to each other. Civil partnerships are available to both same-sex couples and opposite-sex couples. Registering a civil partnership will give your relationship legal recognition.
Class Actions	A class action is a collective claim in which the court awards permission to an individual or individuals to bring the claims of others similarly situated (the class members) in a single case.
Climate Metrics	Method used to measure climate risks.
Climate Related Risk	Climate related risks are created by a range of hazards. Some are slow in their onset (such as changes in temperature and precipitation leading to droughts, or agricultural losses), while others happen more suddenly (such as tropical storms and floods).
Club Transfer	Transfers to/from other public service pension schemes such as the NHS, Police, etc. known collectively as the "Transfer Club".
Codes of Practice (COP)	The Pensions Regulator's codes of practice give practical guidelines on how to comply with the legal requirements of pensions regulations.
Cohabiting Partner	Two people, who are unmarried or not in a civil partnership living together in a long-term relationship but without being legally married.



Term	Definition
Compliance Team	The Funds Compliance Team are accountable for the delivery of the Governance Policy and Compliance Statement which incorporates the Fund's Policies and Publications. They are responsible for the implementation and oversight of the Governance arrangements in place for the Fund's Boards and Committee. They closely monitor achievements against objectives and manage risk and performance against Key Performance Indicators (KPI).
Competitions and Markets Authority (CMA)	Promotes competition for the benefit of consumers. Sets out requirements for measuring and managing the performance of investment consultants.
Consumer Price Index (CPI)	The official measure of inflation of consumer prices in the United Kingdom. This is the measure used to increase (every April) the value of pension for active, deferred and any pension in payment from the Scheme. The adjustment ensures the pension keeps up with the cost of living.
Contracting Out	From 6 April 1978 to 5 April 2016 members of the Local Government Pension Scheme (LGPS) paid a reduced rate of National Insurance contribution by virtue of being "Contracted out" of State Earnings Related Pension Scheme (SERPS) – known later as the State Second Pension or S2P. From 6 April 2016, members of the LGPS have not been "contracted out" and have been paying the full rate of National Insurance contributions. The additional amount that an individual may be required to pay will depend on their salary.
Contrarian Investing	An investment style in which investors purposefully go against prevailing market trends by selling when others are buying and buying when most investors are selling.
Controversial weapons	Any controversial weapons (such as cluster bombs, anti-personnel mines, chemical or biological weapons) which are prohibited under applicable international treaties or conventions.



<b>Term</b>	<b>Definition</b>
Convertible Stock	Stock which gives the holder the right, but not the obligation, to convert all or part of the holding into another stock or stocks on specified dates and on specified terms.
Corporate Actions	Any activity that brings material change to an organisation and impacts its stakeholders, including shareholders, both common and preferred, as well as bondholders.
Corporate Bonds	Bonds issued by companies and traded on public markets.
Corporate Governance	The system of rules, practices, and processes by which the Fund is directed and controlled. Corporate Governance ensures that the Fund has appropriate decision-making processes and controls in place so that the interests of all Scheme Members, Employers and Employees are balanced.
Cost Management, Benefit Design and Administration Committee	Sub-Committee of the Scheme Advisory Board (SAB) in relation to Local Government Pension Scheme (LGPS) matters associated with Cost Management, Benefit Design and Administration.
Currency Trading	The Buying and Selling of world currencies.
Custodian	A custodian or custodian bank is a financial institution that hold customers' securities for safekeeping to prevent them from being stolen or lost. The custodian may hold stocks or other assets in electronic or physical form. Northern Trust continue to fulfil this role for Essex Pension Fund being reappointed from 1 September 2021.
Custody	The safe keeping of securities by a financial institution. The custodian keeps a record of a client's investments and may also collect income, process tax reclaims and provide other services, according to the client's instructions.



<b>Term</b>	<b>Definition</b>
Customer and Contact Team	The Funds Customer and Contact Team are the first point of contact for all Scheme Members and Employers including enquiries in relation to the investigation of transfers into the scheme, aggregations and estimates of benefits.
Cyber Security	The application of technologies, processes and controls to protect systems, networks, programs, devices and data from cyber attacks. All LGPS funds should be addressing cyber security risks.
Cyclical	Refers to sensitivity of a stock to the market cycle (i.e. in expansion or contraction of the economy).
Cyclical Investing	A strategy that puts money into sectors of the economy according to the stage of the economic growth cycle. During recessions or times of slow growth, more conservative investments are appropriate, while the reverse is true in time of fast economic growth.
Data Improvement Plan	A plan for improving any areas of a regional fund's data that may not be up to the expectation of the fund or The Pensions Regulator (TPR).
Deferred and Pre-Retirement Team	The Funds Deferred and Pre-Retirement Team are accountable for overseeing the successful transition of Scheme Members from active to deferred or refund status at the point of leaving employment across all Police, Fire and the LGPS Pension Schemes.
Deferred Debt Arrangement (DDA)	An arrangement made with Liquidators of an Employer who have accrued liabilities to recover the debt owed to the Fund over a set period of time.
Deferred Pension	The Pension Benefit a Scheme Member who has ceased to contribute to the scheme as a result of leaving employment or opting out of the pension scheme before normal retirement age.



# Essex Pension Fund

## Glossary



Term	Definition
Deferred Annual Benefit Statement (DBS)	All deferred members receive an annual benefit statement which details the current value of their pension benefits held with the Essex Pension Fund.
Defined Benefit	The LGPS is a defined benefit scheme which is set out in law. The pension is inflation proofed and increased by the Consumer Price Index (CPI) every year and added to the member's pension account which attracts CPI. It is secure and provides Scheme Members with guaranteed future income.
Department for Levelling Up, Housing and Communities (DLUHC)	From September 2021, became the new Central Government Department which is responsible for the strategic management and policy making regarding the Local Government Pension Scheme (LGPS) in England and Wales which was previously called Ministry of Housing, Communities and Local Government (MHCLG).
Department for Work and Pensions (DWP)	Ministerial department responsible for welfare, pensions and child maintenance policy.
Derivatives	Financial Instruments whose value derives from an underlying asset. Futures/Forwards are among the most common.
Diversity	Any dimension that can be used to differentiate groups and people from one another. It's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.
Diversification level	Predicted volatility of the Fund's assets returns divided by predicted volatility of an equity only portfolio. A lower number indicates better diversification relative to an equity only mandate.

# Essex Pension Fund

## Glossary



Term	Definition
Dividend	The part of a company's after-tax earning which is distributed to the shareholders in the form of cash or shares. The Directors of a company decide how much dividend is to be paid and when. The dividend is neither automatic nor guaranteed for ordinary shareholders.
Duration	A measure of the average expected life of an investment that indicates sensitivity to interest rate charges.
Eligible dependent children	This includes biological children, adopted children and certain other children who depend on an individual financially. They must normally be under 17, but can be as old as 23 if they carry on in full time education. It can even cover some adult children who cannot work because of a disability or infirmity of body or mind
Emerging Equity Markets	There are about 80 stock markets around the world of which 22 markets are generally considered to be mature, the rest are classified under the heading of emerging markets.
Employer Team	The Funds Employer Team are responsible for the initial onboarding of Employers into the Fund. They manage and supply information to the Funds Actuary, Barnett Waddingham, for various reporting requirements.
Employer Risk	The risk associated with an Employer in proportion to the Fund as a whole.

# Essex Pension Fund

## Glossary



Term	Definition
Employing Authority Discretions	Power given by the LGPS to enable the Employer or the Administering Authority to choose how they apply the Scheme in respect of certain provisions e.g. whether to allow employees flexible retirement, whether to waive all or part of any actuarial reduction where a member takes benefits before their normal pension age (except for ill health, redundancy and business efficiency retirements), grant early payment of deferred benefits and whether they will waive any reductions. Under the LGPS the Employer or the Administering Authority are obliged to consider how to exercise their discretion and, in respect of some (but not all) of these discretionary provisions, to have a written policy on how they will apply their discretions. They have a responsibility to act with 'prudence and propriety' in formulating their policies and must keep them under review.
ESG	ESG stands for Environmental, Social, and Governance. Investors are increasingly applying these non-financial factors as part of their analysis process to identify material risks and growth opportunities.
Equities	Ordinary shares in UK and Overseas companies traded on a stock exchange. Shareholders have an interest in the profits of the company and are entitled to vote at shareholders' meetings.
Equity manager styles	'Style' refers to the type of stocks a manager will typically research and select for portfolios. It is important to diversify these 'styles' in order to manage concentration risks.
Ernst and Young (EY)	External auditors appointed to audit Essex Pension Fund accounting procedures from 2023/24 - 2027/28.

# Essex Pension Fund

## Glossary



Term	Definition
Essex County Council (ECC)	The County Council that governs the non-metropolitan county of Essex consisting of 14 District, Borough, City and Unitary Councils in Essex who provide services such as schools, roads, adult's and children's social care. ECC is the Administering Authority responsible for maintaining and managing the Essex Pension Fund on behalf of the Scheme Members and Employers participating in the Fund.
Essex Pension Fund (EPF)	Is one of eighty-six funds which make up the LGPS in England and Wales. It is one of the largest LGPS funds in the country with over 700 separate Employing Bodies contributing to the Fund together with their employee's contributions. Which in turn are invested and the assets used to provide pension benefits.
Essex Pension Fund Advisory Board (PAB)	The PAB was approved by ECC in February 2015 to assist the Administering Authority as Scheme Manager to secure compliance with the LGPS regulations and other legislation relating to Governance and Administration of the LGPS. It acts as a "critical friend" to the PSB and ISC and consists of 9 Members (4 Employer Representatives, 4 Scheme Member Representatives, and 1 Independent non-voting Chairman).
Essex Pension Fund Investment Steering Committee (ISC)	The Sub-Committee of the Essex Pension Fund Strategy Board (PSB) and consists of the 7 ECC elected Council Members (including Chairman) that sit on the PSB along with 2 Observers (1 Scheme Member (UNISON) and 1 Scheme Employer) who also sit of the PSB. The ISC approves and reviews the asset allocation benchmark for the Fund; appoints, monitors, and terminates Investment Managers; reviews and monitors the Fund's aims, Objectives, Policies, Strategies, and procedures relating to the investment of the Fund's assets.

# Essex Pension Fund

## Glossary



Term	Definition
Essex Pension Fund Strategy Board (PSB)	Ensures the proper Governance and Administration of the Fund in all aspects and monitors and oversees the work of the ISC. It consists of 7 elected ECC Members along with 4 Representatives of the Scheme (1 Member representing District, City, and Borough Councils in Essex, 1 Member representing Unitary Councils in Essex, 1 Member representing Scheme Members nominated by UNISON, and 1 Member representing Other Employing Bodies).
Exchange Traded	Contract traded on a regulated exchange where the contract terms are standardised by the exchange so that the underlying asset, quantity, expiration date and strike price are known in advance.
External Audit	Externally employed auditor who reports on the accuracy of the accounts. Their final opinion must be included in a fund's accounts.
Final Pay	The pay used in the calculation of a Scheme Members pension and usually relates to the definition of the members pay in the last 365 days of paid employment.
Financial Conduct Authority	Regulates financial markets and participants in those markets.
Financial Reporting Council (FRC)	Regulates auditors, accountants and actuaries as well as setting the UK's Corporate Governance and Stewardship Codes.
Financial Reporting Standard (FRS)	One of a set of rules created by the Accounting Standards Board that state how a company's financial information has to be shown, e.g. FRS102 relates to Annual Pension Accounting Reporting within an Employer's Accounts.
Financial Statements	The term used for the Fund's Annual Accounts.
Financial Times Stock Exchange (FTSE)	The FTSE Group is a financial organisation that specialises in the management of asset exchanges and creating index offerings for the global financial markets.
Fire Brigades Union (FBU)	The Fire Brigades Union is the democratic, professional voice of firefighters and other workers within fire and rescue services across the UK.

# Essex Pension Fund

## Glossary



Term	Definition
Fixed Interest Securities	Investments in mainly government stocks, which guarantee a fixed rate of interest. The securities represent loans which are repayable at a future date, but which can be traded on a recognised stock exchange in the meantime.
Flexibilities	Flexibilities have been introduced to provide an option to those Employers that face the challenge of no longer being able to afford to continue to build up future liabilities, but who also cannot afford to pay the exit payment as a single payment. Spreading the payment may enable them to exit in an orderly manner to the benefit of all the Employers and the Fund.
Freedom of information (FOI)	Members of the general public's right to access information held by public authorities.
Full Cessation	Under a DDA Deferred Debt Arrangement the Employer can continue to pay past service contributions in one lump sum.
Fund Account	Sets out the cashflows into and out of the Fund including contributions received, transfers into/out of the Fund, benefits paid to Scheme Members and the cost of managing the Fund.
Fundamental bottom-up analysis	A bottom-up investing approach focuses on the analysis of individual stocks. In bottom-up investing, therefore, the investor focuses his or her attention on a specific company rather than on the industry in which that company operates.
Funding Level	The level at which the Fund's assets can meet its liabilities. The ultimate aim is to achieve 100%.
Funding Strategy Statement (FSS)	The purpose of the FSS is to establish a clear and transparent fund-specific strategy which would identify how employers' pension liabilities are best met going forward.
Fund of funds	A fund that invests in multiple underlying funds.



Term	Definition
Futures	Contracts to buy or sell specific quantities of a commodity or financial instrument at a specified price with delivery set at a specified time in the future.
Gainful employment	Is defined in the Scheme rules as any type of paid work, for at least 30 hours a week over a period of at least 12 months.
General Data Protection Regulations (GDPR)	Regulations aimed at protecting personal data. All LGPS funds must abide by GDPR. There can be severe consequences for failing to meet the requirements.
Gilt-edged Securities (Gilts)	Bonds, debt securities issued by the British Government.
Global Real Estate Sustainability Benchmark (GRESB)	Asses and benchmarks the Environmental, Social and Governance (ESG) performance of real assets providing standardised and validated sustainability.
Governance Compliance Statement	A statement included in the regional fund's annual report that reports on governance measures set out in MHCLG/ DLUHC guidance.
Governance Effectiveness Review	Is a piece of work the Fund's Independent Governance and Administration Adviser (IGAA) undertakes every two years to ensure the Fund's Governance arrangements are robust.
Government Actuary's Department (GAD)	Advise Government on policy initiatives and are appointed to review LGPS Actuarial Valuations under Section 13 (Public Services Pensions Act 2013) to ensure compliance, consistency, solvency, and long-term cost efficiency providing factors for Funds to use in the calculations of Scheme Member benefits.
Gross Domestic Product (GDP)	Gross domestic product (GDP) is the total monetary or market value of all the finished goods and services produced within a country's borders in a specific time period. As a broad measure of overall domestic production, it functions as a comprehensive scorecard of a given country's economic health.



Term	Definition
Growth	A company's earning potential relative to its industry and the overall market.
Growth Assets	Assets which are generally expected to have comparably higher expected return and volatility of return when compared to other available asset classes. An example of a growth asset is equities.
Guaranteed Minimum Pension (GMP)	The LGPS guarantees to pay a pension that is at least as high as an individual 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 GMP.
Her Majesty's Revenue and Customs (HMRC)	Is a non-ministerial department of the UK Government responsible for the collection of taxes, that pays for the UK's public services and help families and individuals with financial state support. The administration of other regulatory regimes, e.g. Customs and Excise, National Insurance, Value Added Tax.
Her Majesty's Treasury (HMT)	Sometimes referred to as the Exchequer, or more informally the Treasury, is the department of the Government of the United Kingdom responsible for developing and executing the government's public finance policy and economic policy. Ultimate responsibility for public sector pensions falls on the Treasury (especially for the unfunded schemes).
Husband or wife	Legally married husband or wife. It does not include a "Common Law" husband or wife or someone you are living with as husband or wife – please see cohabiting partner.
Hutton Review	A review of public sector pension schemes carried out by Lord Hutton in 2010/11. Recommendations of this review precipitated the change in benefits in 2014 in England and Wales and 2015 in Scotland as well as the introduction of cost sharing.



<b>Term</b>	<b>Definition</b>
Hymans Robertson LLP	Provide the Fund with independent pensions, investments, benefits and risk consulting services (see IIC).
Industry Funds Management (IFM)	One of the Fund’s investment managers.
Ill Health Retirements	Retirement on the grounds of ill health. Scheme Members can be awarded (a tier 3 ill health case will have no enhancement) additional service based on the period up to their normal retirement date and the severity of their condition.
Tier 1 Ill Health	If an individual is unlikely to be capable of gainful employment before Normal Pension Age, ill health benefits are based on the pension they have already built up in their pension account at the date of leaving the Scheme plus the pension they would have built up to NPA, calculated using their assumed pension pay and that they had been in the main section of the LGPS.
Tier 2 Ill Health	If an individual is unlikely to be capable of gainful employment within 3 years of leaving, but are likely to be capable of undertaking such employment before their Normal Pension Age, ill health benefits are based on the pension they have already built up in their pension account at their date of leaving the Scheme plus 25% of the pension they would have built up to NPA, calculated using their assumed pension pay and that they had been in the main section of the LGPS.



<b>Term</b>	<b>Definition</b>
Tier 3 Ill Health	If an individual is likely to be capable of gainful employment within 3 years of leaving, or before Normal Pension Age if earlier, ill health benefits are based on the pension they have already built up in their pension account at leaving. Payment of these benefits would be stopped after 3 years, or earlier if they are in gainful employment or become capable of such employment, provided they have not reached their Normal Pension Age by then. Following a review by the IRMP the employer can uplift the pension to a Tier 2 ill health pension. If the payment is stopped it would normally become payable again from their Normal Pension Age but there are provisions to allow it to be paid earlier. Details of which would be provided at the time.
Inflation	The increase in the prices of goods and services that occurs over time due to the devaluation of a currency.
Impact Investing	Impact investment is distinct from responsible investment, and other types of ESG investing, in that the primary motive for the investment is to create a positive and measurable impact on social and environmental issues, with an additional goal of generating a financial return.
Income Distribution	Usually referred to unit trusts, the distribution of income to unit holders in strict proportion to the number of units held at the ex-dividend date (units brought after this date will not generate a dividend).
Income Yield	Refers to how much income and investment generates, separate from the principal. It’s commonly used to refer to interest payments an investor receives on a bond or dividend payments on a stock. Yield is often expressed as a percentage, based on either the investment’s market value or purchase price.



Term	Definition
Independent Governance and Administration Adviser (IGAA)	Appointed by the PSB utilising the LGPS National Frameworks Procurement Process to provide the Fund with guidance on proper Governance and Administration, in addition, identifying areas for improvement, providing advice on best practices, compliance, preparation, and delivery of training and presentations.
Independent Investment Adviser (IIA)	Appointed by the ISC to advise the Fund and provide an independent view of strategic matters regarding the Fund's investments.
Index-Linked	Bonds on which the interest and ultimate capital repayment are recalculated based on changes in the Retail Price Index.
Index Tracking Management	Replaces Passive Management which is a style of investment management that seeks to attain performance equal to market or index returns.
Indirect	Access and assess via other funds rather than directly.
Indirect investment	A type of investing opportunity that does not require the actual purchase of the asset that ultimately generates the return.
Information Commissioner's Office	Promotes openness by public bodies and data privacy for individuals.
Institutional Investment Consultant (IIC)	Appointed by the ISC utilising the LGPS National Framework Procurement Process to provide advice on all investment related matters including strategy, asset allocation, benchmarking, manager performance and monitoring.
Institutional Investors Group on Climate Change (IIGCC)	A leading global investor membership body and the largest one focusing specifically on climate change.
Intergovernmental Panel on Climate Change (IPCC)	The United Nations body for assessing the science related to climate change.



Term	Definition
Interim Funding Review	The Fund undertake an annual Interim Funding Review with the Actuary between Triennial Valuations to ensure the Fund is on track with the projected Funding Level.
Internal Audit	Officers who carry out audits of internal systems and controls ensuring effective processes are in place. Internal Audit has broad access to other officers and documents to carry out this role effectively.
Internal Disputes Resolution Procedure (IDRP)	A formal complaint procedure, required by legislation, to adjudicate on Employee/Scheme Member complaints regarding their pension rights which cannot be resolved with the Pension Fund or Employer in the first instance.
International Accounting Standards (IAS)	The purpose of these standards is to ensure that the financial centres of the world, which have become more interconnected than ever, can use a global financial reporting framework that ensures effective regulation of financial markets. In regard to the Fund IAS 19 relates to Annual Pension Accounting Reporting within an Employer's Accounts and IAS 26 relates to the Annual Pension Accounting Reporting within the Pension Fund's Accounts.
International Energy Agency (IEA)	Works with countries around the world to shape energy policies for a secure and sustainable future.
International Standard for Auditing (ISA540)	Revised Auditing Accounting Estimates and Related Disclosures, to respond to the rapidly evolving business environment. The revision ensures that the standard continues to keep pace with the changing market and fosters a more independent and challenging sceptical mindset in auditors. This came into effect from 15 December 2019.



Term	Definition
Investment Engagement Strategy	Fund Officers, in consultation with Advisers, have developed an Investment Engagement Strategy focused on both a 'bottom up' and 'top down' assessment of each investment manager appointed to help achieve the strategic asset allocation of the Fund.
Investment, Governance and Engagement Committee	Sub-Committee of the Scheme Advisory Board (SAB) in relation to Local Government Pension Scheme (LGPS) matters associated with Investment, Governance and Engagement.
Investment Strategy Statement (ISS)	Statement detailing the Fund's Investment Strategy including asset allocation, risks, and mitigations and Environmental, Social and Governance (ESG) considerations.
Investment Team	The Funds Investment Team are responsible for making sure the money received into the Fund from its Scheme Members and Employers are invested effectively.
IRR	A measure of performance taking into account cashflow.
IRMP	Independent Registered Medical Practitioner A medical professional used by a Scheme Employer to determine whether a Scheme Member satisfies the criteria for an Ill Health Pension as set out in the LGPS regulations.
JP Morgan (JPM)	One of the Fund's investment managers.
Junior debt	Debt issued by a company that is low in the capital structure, but above equity.
Key Performance Indicators (KPIs)	A set of quantifiable measurements used to gauge the Fund's overall long-term performance which are reported to the Essex Pension Fund Strategy Board (PSB) on a quarterly basis within the Fund's Scorecard.
Liability	The obligation to pay future pensions.



Term	Definition
Lifetime Allowance (LTA)	This is the total value of all pension benefits one can have without triggering an excess benefits tax charge. One of two controls imposed by HMRC. At the time of first drawing, one's pension benefits, the capital value of the pension benefits is calculated by multiplying the annual pension by 20 and adding any automatic lump sum. The result is then compared to the LTA limit applying on the date benefits are drawn and a tax charge will be applicable if the LTA is exceeded.
Liquid Assets	Something one owns that can quickly and simply be converted into cash while retaining its market value.
Liquidity	Ability to sell a stock quickly without affecting its market price.
Listing	For shares (or bonds) to be traded officially on a stock market they need to be listed. Essentially, this is an endorsement from the market authorities that the securities and their issuer meet certain criteria.
Local Audit & Accountability Act 2014	Act setting out the requirements for annual accounts to be audited.
Local Authority Pension Forum (LAPFF)	Promotes standards in governance and corporate responsibility in companies invested in by LGPS funds.
Local Government Association (LGA)	The National Membership Body for Local Authorities which works on behalf of Member Councils to support, promote, and improve Local Government.
Local Government Chronicle	The Local Government Chronicle is a British weekly magazine for local government officers who engage with decision-makers across the sector, providing essential news, analysis, best practice and opinion.



Term	Definition
Local Government Pension Scheme (LGPS)	The LGPS is a statutory, occupational, defined benefit pension scheme for public sector workers with benefits set out in law making it very safe and secure. Any changes to the LGPS regulations must be passed through Parliament before they can be implemented by the Administering Authority.
Local Government Pension Scheme (LGPS) Online Learning Academy (LOLA)	An Online Learning Platform created by Hymans Robertson which the Essex Pension Fund Strategy Board (PSB) signed up to at their 22 September 2021 meeting to assist in the achievement of the Knowledge and Skills Strategy for Board/Committee Members.
Local Government Pension Scheme (LGPS) Pools	Groups of funds who collectively invest together. The LGPS pools are Northern, Brunel, Borders to Coast, ACCESS, London CIV, Central, LPP and Wales PP.
Local Government Pension Scheme (LGPS) Reform	Changes imposed by HM Treasury or other Statutory bodies to help improve the LGPS.
Local Government Pension Scheme (LGPS) Regulations	Secondary Legislation relating to the LGPS, namely LGPS Regs 2008, LGPS Regs 2013 and LGPS Regs 2014. The Management of Investment Funds are contained in LGPS Regs 2016. There are other wider legislations, e.g., Finance Act 2004.
Local Government Pension Scheme (LGPS) Regulations 2013	Regulation 56 requires an audited set of accounts which should be shared with all Employers. Regulation 57 sets out the requirements for the annual report. Regulation 55 sets out the requirements for a governance compliance statement.
Local Pensions Board	Assists the Administering Authority in complying with the regulations (Essex Pension Fund Advisory Board (PAB)).



Term	Definition
Low volatility	A low volatility equity manager will aim to construct a portfolio that exhibits significantly lower volatility than the benchmark index (low volatility is a relative, not absolute, term). A low volatility manager will generally target a volatility of around 15% p.a. versus a benchmark that exhibits a 20% p.a. volatility. A low volatility portfolio will generally be constructed through a quantitative assessment of past stock performance and correlation to select stocks that have historically exhibited low levels of volatility.
Lump Sum Allowance (LSA)	The limit on the total amount of certain tax-free lump sums members are able to receive before marginal rate taxation applies. The limit is £268,275 but may be higher if a member has a former Lifetime Allowance (LTA) protection.
Mandate	The agreement between a client and investment manager laying down how the Fund is to be managed. This may include performance targets by reference to a benchmark.
Margin Account	When a futures contract is first opened, an initial margin payment is made into an account. This is intended to represent the maximum gain or loss on the contract, based on current market volatility. Each subsequent day, every open contract is valued to reflect the market movements. The Scheme may be required to make an additional payment or receive a repayment.
Markets in Financial Instruments Directive (MiFID II)	European Union comprehensive set of rules on investment services and activities aimed at making financial markets more efficient, resilient, and transparent and at strengthening the protection of investors. The Fund adopts the principles and requirements of the MiFID II and have opted up to professional status to allow the Fund to continue to access the full range of vehicles and managers needed to meet the needs of the Investment Strategy. This is highlighted in the Fund's Knowledge and Skills Strategy.





Term	Definition
Market Value	The price at which an investment can be bought or sold at a given date.
Mature Equity Markets	Countries which include the United Kingdom, United States and Japan are commonly referred to as having mature markets. These markets have an established economy and knowledge is freely available.
Maturity	End of the life of a fixed interest security at which point it is repaid.
McCloud Judgement	An employment tribunal and later court case impacting LGPS benefits, which ruled protections to be put in place for Scheme Members close to retirement when the CARE Schemes came into force, which inadvertently discriminated on the grounds of age.
McCloud Remedy	All members who were in the scheme prior to 31 March 2012 and did not have a service break for 5 years or more, would get the same protections as those who were close to retirement when the new CARE scheme came into force.
Membership	Is used to work out an individual's benefits and is based on how long they have been a Member of the Scheme, plus any extra membership, for example that has been transferred in from another pension scheme.
Mid-Market	Focus on mid-sized companies.
Minimise Cost Leakage	Transition of assets to a new provider keeping transactional costs to a minimum.
Ministry of Housing, Communities & Local Government (MHCLG)	The Central Government Department which is responsible for the strategic management and policy making regarding the Local Government Pension Scheme (LGPS) in England and Wales. From September 2021, this Department is now called Department for Levelling Up, Housing and Communities (DLUHC).



Term	Definition
Momentum Investing	A system of buying stocks or other securities that have had high returns over the past three to twelve months, and selling those that have had poor returns over the same period.
Money and Pensions Service (MAPS)	An organisation whose statutory objective is to develop and co-ordinate a national strategy to improve people's financial capabilities. The service provides impartial, free money and pensions guidance directly to consumers online and by telephone.
Morgan Stanley Capital International (MSCI)	An investment research firm that provides stock indexes, portfolio risk and performance analytics, and governance tools to institutional investors and hedge funds.
Morgan Stanley Capital Investment All Country World Index (MSCI ACWI)	Is a stock index designed to track broad global equity-market performance. Maintained by Morgan Stanley Capital International, the index is comprised of the stocks of about 3,000 companies from 23 developed countries and 26 emerging markets.
Myner's Principles	A set of principles for institutional investment decision making.
National Association of Securities Dealers Automated Quotations (NASDAQ)	Founded in 1971 by the National Association of Securities Dealers is the American stock exchange based in New York City. The NASDAQ stock market began operation as the world's first electronic stock market in February 1971.
National LGPS Frameworks	A framework for running tenders for services to LGPS funds. The framework simplifies the tender process for funds and providers.
Net Asset Statement	Sets out the value of invested assets, liabilities and current assets and liabilities of the Fund.
Net cashflow	The net cash flow of the pension fund represents the sum over a period of time of the total cash received (inflow) from contributions/investment income less the total amount of money paid out in regard to benefits paid and investment management expenses (outflow) over the same period.

# Essex Pension Fund

## Glossary



Term	Definition
Net Zero	This means huge declines in the use of coal, oil and gas.
Neutral	A neutral manager will aim to construct portfolios that have no significant sector or style biases relative to the benchmark index. This is more common in bottom up, in-depth research, managers (sometimes referred to as 'stock pickers') who aim to isolate stocks that are undervalued relative to their peers whilst avoiding taking a position on whether a country or industry itself will out or underperform.
Non-Club Transfer	Transfers to any pension scheme not in the "Transfer Club".
Normal Pension Age (NPA)	This is linked to State Pension Age (minimum of 65 for both males and females).
Office of National Statistics	Government body that publishes key statistics that may be used by actuaries when setting assumptions.
Officers	Administer and manage regional funds on behalf of elected Members.
Ongoing Cessation	Under a DDA Deferred Debt Arrangement the Employer can continue to pay past service contributions over an agreed 3 year period, enabling a managed exit from the Fund, or paying it in one lump sum.
Open/Closed ended investment	In investments, the terms 'open-ended' and 'closed-ended' are used to designate whether a 'fund' has an 'open' or fixed number of shares in circulation.
Ordinary Shares	Securities, which represent an ownership, interest in a company.
Over the Counter Contracts	Two parties agree to exchange two currencies on a specified future date at an agreed rate of exchange.
Part time	You are part time if you work anything less than the number of hours your employer classes as standard full time hours.
Passive Management	A style of investment management that seeks to attain performance equal to market or index returns.

# Essex Pension Fund

## Glossary



Term	Definition
Pensioner and Payroll Team	The Funds Pensioner and Payroll Team are responsible for all processes relating to Scheme Members once they start receiving their pension. They process death in retirement cases and are responsible for the completion of running payroll each month.
Pensionable Pay	Pensionable pay is the amount of pay in which you pay contributions. It includes basic pay, plus some other extras such as bonus, shift allowances and voluntary overtime. It does not include things like mileage or expenses.
Pensions and Lifetime Savings Association (PLSA)	Group dedicated to raising standards in pensions.
The Pensions Ombudsman (PO)	When a complaint or dispute cannot be resolved satisfactorily through the Internal Disputes Resolution Procedure, the Scheme Member can apply to the Pensions Ombudsman within three years of the event that gave rise to the complaint or dispute. The Ombudsman can investigate and determine any complaint or dispute involving maladministration of the Scheme or matters of fact or law and their decision is final and binding (unless the case is taken to the appropriate Court on a point of law). Matters where legal proceedings have already started cannot be investigated by the Pensions Ombudsman.
Preferential Shares	Also known as preferred shares, are shares of a company's stock with fixed dividends that are paid out to shareholders before common stock dividends are issued. If a company enters bankruptcy, preferred stockholders are entitled to be paid from company assets before common stockholders. Preference shareholders do not hold voting rights compared to common shareholders.



Term	Definition
Private Debt	An obligation that enables the issuing party to raise funds by promising to repay a lender in accordance with terms of a contract. These assets do not have an active secondary market in which they can be traded. Types of debt instruments include notes, bonds certificates, mortgages, leases or other agreements between a lender and a borrower.
Private Equity	Direct investment in companies traded in private markets.
Private Markets	Investment markets where assets are not bought and sold on exchanges i.e. not publicly listed.
Property Unit Trusts (PUTS)	Pooled investment vehicles that enable investors to hold a stake in a diversified portfolio of properties.
Public Markets	Investment markets where assets are bought and sold on exchanges such as NASDAQ.
Public Services Pensions Act	Primary legislation underpinning all public sector schemes including the LGPS.
Quality Investing	Based on a company's financial stability, which can be evaluated using various metrics including, profitability, earnings quality, financial leverage and Corporate Governance.
Quantitative Easing (QE)	A form of monetary policy used by central banks to increase the domestic money supply and spur economic activity.
Realisable Assets	Assets that can be sold or borrowed against.
Rebalancing	Purchase and sale of assets to achieve target allocations.
Regional Fund	A local fund administering the LGPS.
Relative Value	Relative value is a method of determining an asset's worth that takes into account the value of similar assets.
Resolution Bodies	Scheme Employers with the power to decide if an employee or group of employees can belong to the Scheme, e.g. Town and Parish Councils.



Term	Definition
Responsible Investment (RI)	An approach to investment that explicitly acknowledges the relevance to the investor of Environmental, Social and Governance (ESG) factors, and of the long-term health and stability of the market as a whole.
Retail Price Index (RPI)	A measure of inflation published monthly by the Office for National Statistics. It measures the change in the cost of a representative sample of retail goods and services. Future CPI inflation assumptions are derived from market implied RPI inflation.
Retirement Team	The Funds Retirement Team ensure both the Fund's active and deferred Members in the Local Government pension Scheme (LGPS), Police and Firefighter Pension Schemes receive payment of their retirement benefits promptly.
Return	The total gain from holding an investment over a given period, including income and increase (decrease) in market value.
Risk Register	A living document that sets out the various risks faced by funds, the probability and impact of the potential events as well as any mitigating actions being taken and who is responsible for monitoring and managing each risk.
Scheme Advisory Board (SAB)	It is a body set up under Section 7 of the Public Service Pensions Act 2013 and the LGPS Regulations 110-113 and its functions are to provide advice to the Secretary of State on the desirability of making changes to the Scheme and to provide advice to administering authorities and Local Pension Boards in relation to the effective and efficient administration and management of the Scheme and any connected Scheme and their pension funds. It is funded via a Statutory levy on LGPS administering authorities.
Scheme Employers	Employers which are able to bring their staff into the LGPS.
Section 151 Officer	Officer responsible for council finances including those of LGPS funds.
Senior secured	Debt issued at a high level in a companies capital structure secured against company assets.



<b>Term</b>	<b>Definition</b>
Sole Originator	Only lender to a company.
SECSOG (South Eastern Counties Superannuation Officer Group)	The group is made up of administering authorities in the region who meet to share information and best practice, ensuring uniform interpretation of the rules governing the scheme.
Specialist Management	A fund management arrangement whereby a number of managers each concentrate on a different asset class. A specialist fund manager is concerned primarily with stock selection within the specialist asset class. Asset allocation decisions are taken by the trustees, their consultants, or a specialist tactical asset allocation manager.
Stakeholder Engagement Strategy	Describes the approaches used for building and maintaining positive relationships with each defined Stakeholder group.
Stewardship Code	The UK Stewardship Code 2020 sets high stewardship standards for those investing money on behalf of UK savers and pensioners, and those that support them.
Sub-Investment Grade	Bond assets rated below investment grade (therefore higher risk).
Support Team	The Funds support team manage and maintain all aspects of The Funds Pension System - Universal Pension Management (UPM), including document, profile, security and process management amongst other duties.
Sustainability Accounting Standards Board (SASB)	An independent non-profit Board, whose mission is to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors.
Sustainable Development	A development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
Task and Finish Group (T&FG)	A time limited group set up as an action sub group of a larger committee or meeting with the aim of delivering a specified objective.



<b>Term</b>	<b>Definition</b>
Task Force on Climate Related Financial Disclosures (TCFD)	TCFD has developed a framework to help public companies and other organisations disclose climate-related risks and opportunities.
Technical Actuarial Work (TAS 100)	Technical Actuarial Standard 100: Principles for Technical Actuarial Work (TAS 100) promotes high quality technical actuarial work. It supports the Reliability Objective that users for whom actuarial information is created should be able to place a high degree of reliance on that information’s relevance, transparency of assumptions, completeness and comprehensibility, including the communication of any uncertainty inherent in the information.
Technical Hub	The Technical Hub work with Team Managers to ensure the correct interpretation of current and new Scheme Regulations, and wider pensions Legislation is kept current, to ensure our systems and processes remain fit for purpose.
Terms of Reference (TOR)	The scope and limitations of an activity or area of knowledge. The TORs for the PSB, ISC and PAB defines their roles and functions for the Fund.
The Pensions Regulator (TPR)	The Pensions Regulator is responsible for regulating the Governance and Administration of Pension Schemes and setting Codes of Practice and guidance for Schemes to follow.
TPR General Code of Practice	The code sets out TPRs expectations of the conduct and practice that governing bodies should meet to comply with their duties in pensions legislation.
The Local Government Transparency Code 2015	Sets out what information Local Authorities should be publishing.

# Essex Pension Fund

## Glossary



Term	Definition
The Public Sector Pensions Act 2013	Framework for public sector pensions including the creation of Local Pensions Boards and the current benefit structures of public sector schemes including the LGPS.
Towns and Parish Councils (T&PC)	Town and parish councils are the first level of local government. They provide communities with a democratic voice and a structure for taking community action.  Also Employers within The Essex Pension Fund.
Trade Receipt and Capture	A dedicated global team servicing alternative assets and non-Straight Through Processing (STP) investments.
Training Needs Analysis (TNA)	Method to identify the training requirements for new and existing Members to the ISC, PSB and PAB. Whereby, individual Training Plans are developed to meet the objectives as detailed in the Knowledge and Skills Strategy.
Training Plan	A plan which captures the training to be delivered over a set period of time.
Transaction Costs	Those costs associated with managing a portfolio, notably brokerage costs and taxes.
Transferee Admission Bodies	An external Body contracted to provide services or assets in connection with the exercise of a function of the Local Authority, which has entered into an admission agreement with the Fund to allow transferred staff to remain in the LGPS.
Transfers to/from other schemes	A transfer value received into the LGPS is the total cash sum needed to be able to provide a Scheme Member with a guaranteed annual pension for life upon their retirement. A transfer can be made to or from a defined benefit and defined contribution pension arrangement.
Treasury Management	The management of the Fund's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities and the pursuit of optimum performance consistent with those risks.

# Essex Pension Fund

## Glossary



Term	Definition
Treasury Management Practices (TMP)	Made up of 12 practices including but not limited to: Corporate Governance; Risk Management; Performance Measurement and Decision Making and Analysis.
UK Stewardship Code	Sets the stewardship standards for asset owners and managers.
Unit Trust	A pooled fund in which investors can buy and sell units on an on-going basis.
United Nations Framework Convention on Climate Change (UNFCCC)	UNFCCC's ultimate objective is to achieve the stabilisation of greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous interference with the climate system.
United Nations Sustainable Development Goals (SDG)	The blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.
Unquoted Securities	Shares which are dealt in the market, but which are not subject to any listing requirements and are given no official status.
Unrealised Gains/Losses	The increase/decrease at year-end in the market value of investments held by the Fund since the date of their purchase.
Valuation	Local fund valuations are used to set employer contribution rates and to assess whether funds are on target to meet their pension liabilities as they fall due in the years ahead.
Value	This style tilt considers whether stocks held within the portfolio are discounted relative to their fundamentals, i.e. whether stocks have low market valuations versus current earnings or book value.



Term	Definition
Value investing	The art of buying stocks which trade at a significant discount to their intrinsic value. Value investors achieve this by looking for companies on cheap valuation metrics, typically low multiples of their profits or assets, for reasons which are not justified over the longer term.
Virtual Pension Surgery (VPS)	Booked online appointments held for members of the Local Government Pension Scheme (LGPS) to discuss their pension with a member of the Essex Pension Fund.
Volatility	A measure or risk based on ups and downs of stock/ portfolio over a period of time.
Weighted Average Carbon Intensity (WACI)	Measures a fund's exposure to carbon intensive companies.
Web Trade Services	Connected to over 2,700 endpoints in the global brokerage community with automated communications to over 40 major custodians globally.



**Further Information**

If you require further information about this Glossary, please contact:

Amanda Crawford, Head of Fund Compliance and Governance  
Email – [Amanda.crawford@essex.gov.uk](mailto:Amanda.crawford@essex.gov.uk) or [compliance.team@essex.gov.uk](mailto:compliance.team@essex.gov.uk)

Essex Pension Fund  
Seax House  
County Hall  
Chelmsford  
Essex  
CM1 1QH

This information is issued by:  
**Essex County Council**  
**Essex Pension Fund**

Contact us:  
[pensionenquiries@essex.gov.uk](mailto:pensionenquiries@essex.gov.uk)  
[www.essexpensionfund.co.uk](http://www.essexpensionfund.co.uk)  
**03330 138384**

Essex Pension Fund  
Seax House  
County Hall, Chelmsford  
Essex, CM1 1QH

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